



# LEADERSHIP SKILLS ASSESSMENT SIMULATION

## MAXIMIZE YOUR LEADERSHIP POTENTIAL!

### OVERVIEW

The Leadership Skills Assessment is an interactive simulation of a manager's workday. The role-playing multi-media assessment replicates the situations facing today's leaders including scheduling and running meetings, dealing with high-potential as well as difficult employees, and unexpected crises and opportunities. As in real life, information is presented to the user utilizing (computer-based) voicemails, hallway conversations, and e-mails. The multiple-choice questions allow the user to respond to critical issues and priorities. Then the user receives a feedback report providing a detailed, competency-based assessment of their skills with suggestions for addressing any development needs.

### HOW DOES IT WORK?

It is a reality-based learning and assessment experience (as opposed to context-free conceptual questions or assessment):

- Delivered to participants over the Internet
- Contains all documentation, content, and instructions
- Includes Competency-based assessment and feedback
- Based on decades of experience with front-line leader positions in both the private sector and government
- Offers time-tested, practical, on-the-job suggestions and resources to address development needs
- Results in an actionable Individual Development Plan

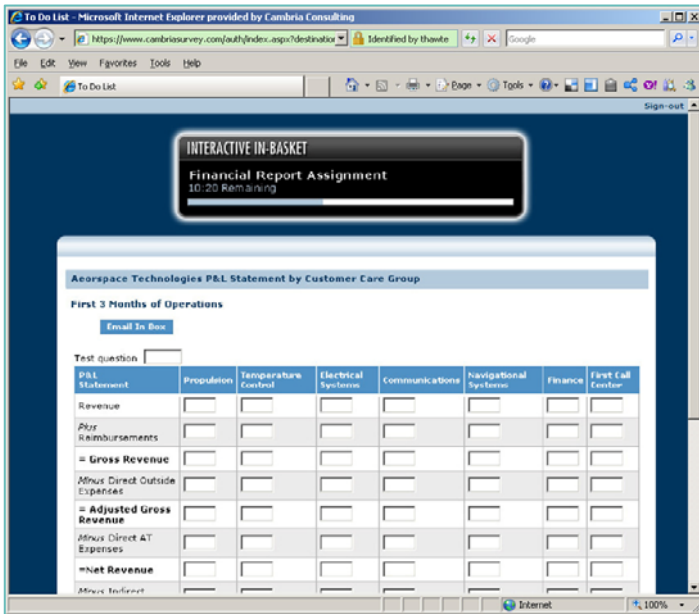
### USE THE LEADERSHIP SKILLS ASSESSMENT SIMULATION TO:

- Assess your current and "next generation" of front-line leaders using an engaging, cost efficient tool
- Understand the strengths and development needs at both an individual and aggregate level through different reporting options
- Provide individuals with a realistic preview of what a leader's job is like
  - Individuals who are capable and interested will still want to be a leader
  - Some individuals may self-select out of becoming a leader based on a more informed perspective
- Give employees at entry-level positions within the organization access to useful assessment and actionable feedback
- Maintain a record of individual assessments, skills, and development needs
- Provide affordable and easy access to developmental resources

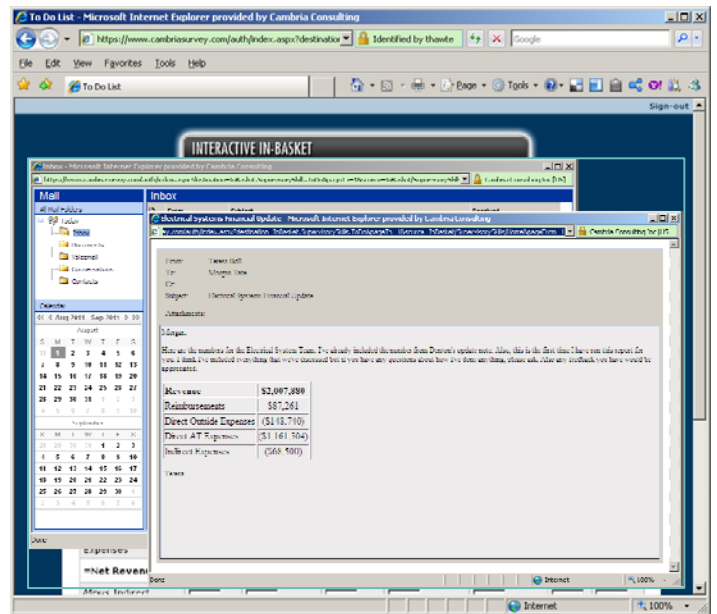
### WHY USE CAMBRIA?

- Cambria is a leader in the creation and application of competency models
- Cambria has years of experience in the development and implementation of competencies and assessment tools
- The realism of the simulations are based on decades of work across a variety of industries and organizations
- The content can be customized to the organization's needs

Participants leave the simulation with a better understanding of what it takes to be successful leaders.



The simulation is delivered using a secure Internet connection.



A variety of scenarios, including relevant documents and e-mails, are generated throughout the simulation.



Technologies blend seamlessly with interactive role-plays.

Voicemails and conversations are delivered to participants through an online "pop up" agent.

### About Cambria Assessment

Cambria Assessment is a division of Cambria Consulting, Inc., a human resource consultancy specializing in strategic talent management and organizational assessment. Cambria Assessment develops integrated data-gathering solutions that bring together business-issue knowledge with an understanding of how individuals are likely to experience them, combined with advanced analytics to understand the meaning behind the data. We offer job profiling surveys, strategy implementation assessments and program evaluation surveys, plus advanced 360° feedback and talent bench strength assessments. For more information about Cambria Assessment's range of innovative solutions, visit our website or call (617) 523-7500.