At a time when organisations are rapidly expanding — or at least rapidly changing — quality leadership pipelines are contracting. And without gifted and properly trained leaders guiding the way, organisations cannot advance.

But let’s face it, budgets are tight, and traditional leadership assessment centres can be expensive and time-intensive. They can also simply be the wrong fit, particularly when there is a globally dispersed set of participants and a desire for a consistent assessment approach.
Our Virtual Assessment Centre employs actual Mercer consultants trained in leadership assessment to conduct the simulations.

REAL-LIFE ASSESSMENT

We have a better way: The Mercer Virtual Assessment Centre is a rapidly deployable, cost-effective assessment programme designed to gauge the capabilities of high-level managers or directors in a virtual yet realistic simulated work environment.

Although our Virtual Assessment Centre is easy to set up and inviting to users, it is a serious simulation of a day in the life of a director of a global organisation. The realistic, fast, and steady pace and variety of activities, along with the simulation’s attention to detail (all emails are personalised and attached documents stamped with current dates) mean that participants are quickly immersed.

Using Mercer’s Essential Leadership Competencies lens, the programme observes — depending on the assessment option — participants drafting a business case, prioritising a range of issues introduced via incoming emails, and interacting over the phone with a direct report, peer, customer, and boss.

REAL PEOPLE

In the real world, leadership decisions and interactions succeed or fail based on real dialogue, real personalities, and personal idiosyncrasies. Decision-making is highly contextual and often occurs across geographical and cultural boundaries, where personal contact can make all the difference.

That’s why our Virtual Assessment Centre employs actual Mercer consultants trained in leadership assessment to conduct the simulations — it is not simply a multiple-choice, computerised role play.

MERCER VIRTUAL ASSESSMENT CENTRE: HIGH-TECH AND HIGH-TOUCH

- The simulation requires no special equipment — all that is needed is a phone and an internet connection to a virtual inbox, which is similar to Microsoft Outlook or Lotus Notes.
- All role plays are conducted over the phone by Mercer consultants trained in leadership assessment.
- Its flexible, modular design allows clients to choose a delivery language and duration (2.5 hours, 4 hours, 6 hours, or 12 hours) based on assessment needs.
- An internet-enabled platform for participants and assessors ensures a consistent approach and a level playing field.
- The simulation is mapped to Mercer’s Essential Leadership Competencies, ensuring a thorough, contemporary, and proven set of evaluation assets.
- The organisation receives a detailed, quality report on each participant within a few days of completion.
REAL RESULTS
The Mercer programme is ideally suited for evaluating current leaders, especially during rapid expansion into new markets or in an M&A situation; identifying candidates for succession planning or new openings; and developing individuals who will take your organisation to new heights.

Through the Mercer Virtual Assessment Centre, we can evaluate performance, readiness, potential, and job fit to help your organisation:

• Maximise the value of mergers and acquisitions.
• Attract and retain the best leadership talent.
• Minimise disruptions during changes in organisational structure or client situations.
• Select the best candidates for a new position.
• Identify individuals who are ready for promotion.
• Provide targeted development and coaching to individuals considered high-potential employees.

MERCER ESSENTIAL LEADERSHIP COMPETENCIES
Mercer’s distinct leadership pipeline framework focuses on assessing (and later developing, if necessary) the right behaviours and mindset to match the needs of each leadership stage. The framework takes into consideration the specific leadership challenges faced by organisations in rapidly growing, emerging markets.

Each of the following components of Mercer’s Essential Leadership Competencies is measured along a well-defined, five-point behaviour summary scale:

• Creates strategy.
• Drives innovation.
• Develops market insights/business intelligence.
• Drives results.
• Has a customer focus.
• Influences and networks.
• Drives performance.
• Is culturally sensitive.

The simulation is mapped to Mercer’s Essential Leadership Competencies, ensuring a thorough, contemporary, and proven set of evaluation assets.
AN END-TO-END SOLUTION
From leadership strategy development and delivery to a full suite of services, including competencies, assessment, development, and succession planning, Mercer can provide end-to-end solutions to help you achieve organisational objectives and lasting impact.

**Strategy:** Aligning leadership talent with dynamic business needs for a best-fit strategy.

**Assessment:** Evaluating leadership bench strength through individual assessment; and performing risk and gap analysis on the size, performance, engagement, and capability of the pipeline. Other assessment tools include Mercer 360, a customised, online model offering traditional 360-degree or multirater surveys; and Mercer TalentSIM™, a realistic and engaging online manager assessment.

**Development:** Building leadership capability through leadership skills, knowledge, and behaviour; development road maps and interventions; and custom and/or “plug and play” learning options.

**Performance and succession:** Delivering effective leadership performance and succession planning, from standard solutions to a fully integrated rewards and talent management solution.

CONTACT US TODAY
To learn more about the Mercer Virtual Assessment Centre and our full suite of leadership solutions, please contact your local Mercer representative or:

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