

# ASSESSMENT & SELECTION CENTRE

## Improve Performance in your organisation

### What do we assess?

#### Hard Skills

- ✘ General & specific expertise
- ✘ Coherence of professional background with market trends
- ✘ Benchmark with the market : what can you expect?

#### Soft Skills

- ✘ Behaviour skills
- ✘ Matching/gap between expected and observed behaviours
- ✘ Cultural-fit including values
- ✘ Motivational fit

### GenSearch's USPs

- ✘ In-depth knowledge of the trends and standards of the Life Science market: real-life & market proofed assessments
- ✘ Robust tools and practices
- ✘ Delivered by senior Consultants
- ✘ Multicultural filter
- ✘ Strong track record in different functions
- ✘ 100% digital approach available

### Our tools

Targeted selection interviews

Questionnaires

Logic tests

Role plays

In-Basket

Business cases

Reference checks

Main stakeholder interviews

performance  
excellence  
operating  
quicker  
business soft skills  
plan  
people  
training  
feedback  
learning  
coaching  
time test  
management  
strength  
predictivity

### What for

- Selection:** Assessment of internal and/or external candidates in a recruitment process – Gap/risk analysis – Recommendation - Proposition of development plans
- Development:** Assessment of potential/ Reassurance on assets: take a picture, discuss career pathway and prepare development plan - Succession plan - Diagnostic pre-coaching
- Personalised 360° feedback:** Identification of the core competencies (skills repository) to challenge the feedback
- HR Due Diligence:** before any investment decision

# Assessment Case Study

## Context

- ✘ Commercial subsidiary of a Pharma company
- ✘ Creation of 2 new positions with a new management line

## Stakes

- ✘ Larger team to manage/ greater exposure to the regional organisation/ greater strategic vision expected
- ✘ To appoint the best candidates amongst the internal ones who positioned themselves

## Process

With the client – definition and weighting of the behavioural skills to be assessed:

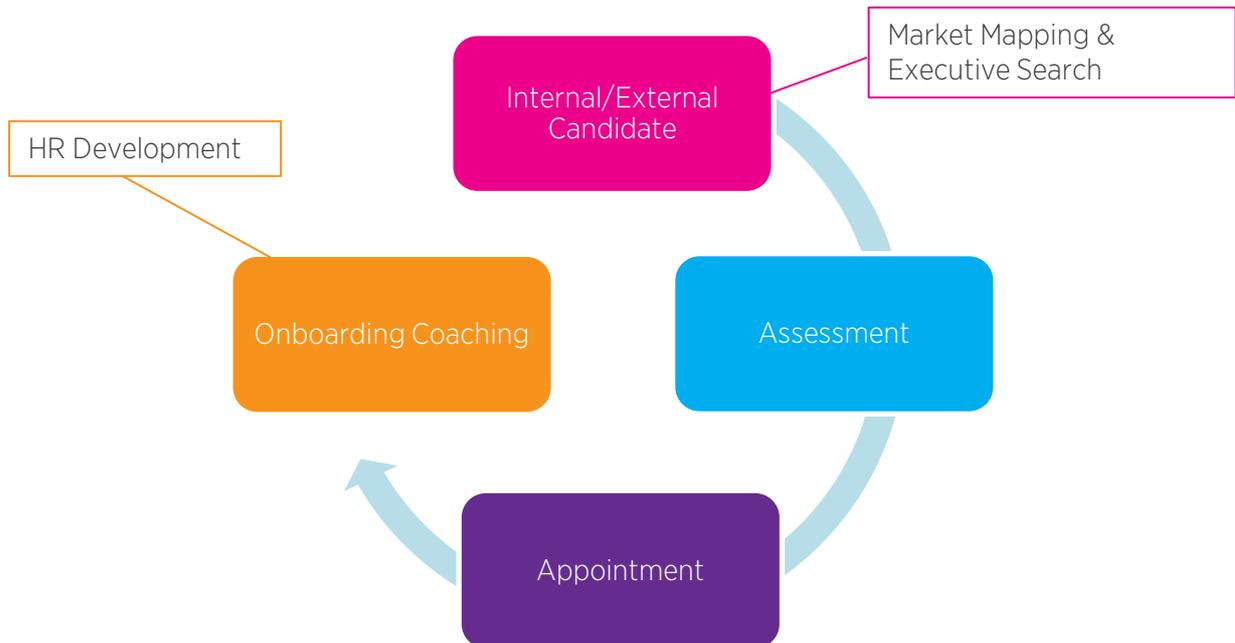
- ✘ Relevant role plays choice
- ✘ PAPI (Personality and Preference Inventory) personality questionnaire
- ✘ Face-to-face interviews
- ✘ Second line hierarchical manager role play
- ✘ Matrix project Manager role play
- ✘ Client feedback and recommendations – Reports
- ✘ Candidates feedback

## Results

- ✘ 2 out of 5 candidates appointed
- ✘ Development plan proposed
- ✘ Appointment secured
- ✘ Unsuccessful candidates received their feedback and a development plan

Track Record: Sales, Finance, R&D, Medical, Market Access, Quality Regulatory and Marketing departments

## Process for an open position



**GenSearch**  
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### About GenSearch

GenSearch is an International Executive Search and HR services consultancy dedicated to the Life Sciences.

