



Developing an Effective Assessment Strategy for Your Organization

Point-of-View on Organizational Assessment Strategy

Currently a number of great assessment tools exist in the marketplace which effectively support an organization and their overall approach to talent. Whether it's for selection, development, or succession planning, assessments must have a defined role in the overall business and talent strategy. Clear parameters and expectations need to be set accordingly to aid an organization in making the best possible talent decisions.

Our assessment strategy framework helps organizations develop a clear point-of-view and ends with integrating assessments for selection and development into your talent and decision-making practices. At LAK Group we have the depth and breadth of knowledge and experience in assessments, talent management strategy development, change management and general design of business strategy. We understand how key elements of your purpose and business strategy need to align with your talent strategy. Collaboratively, we'll work with you to ensure your assessment solution is based on best industry practices, while also meeting the needs of your organization today and into the future.

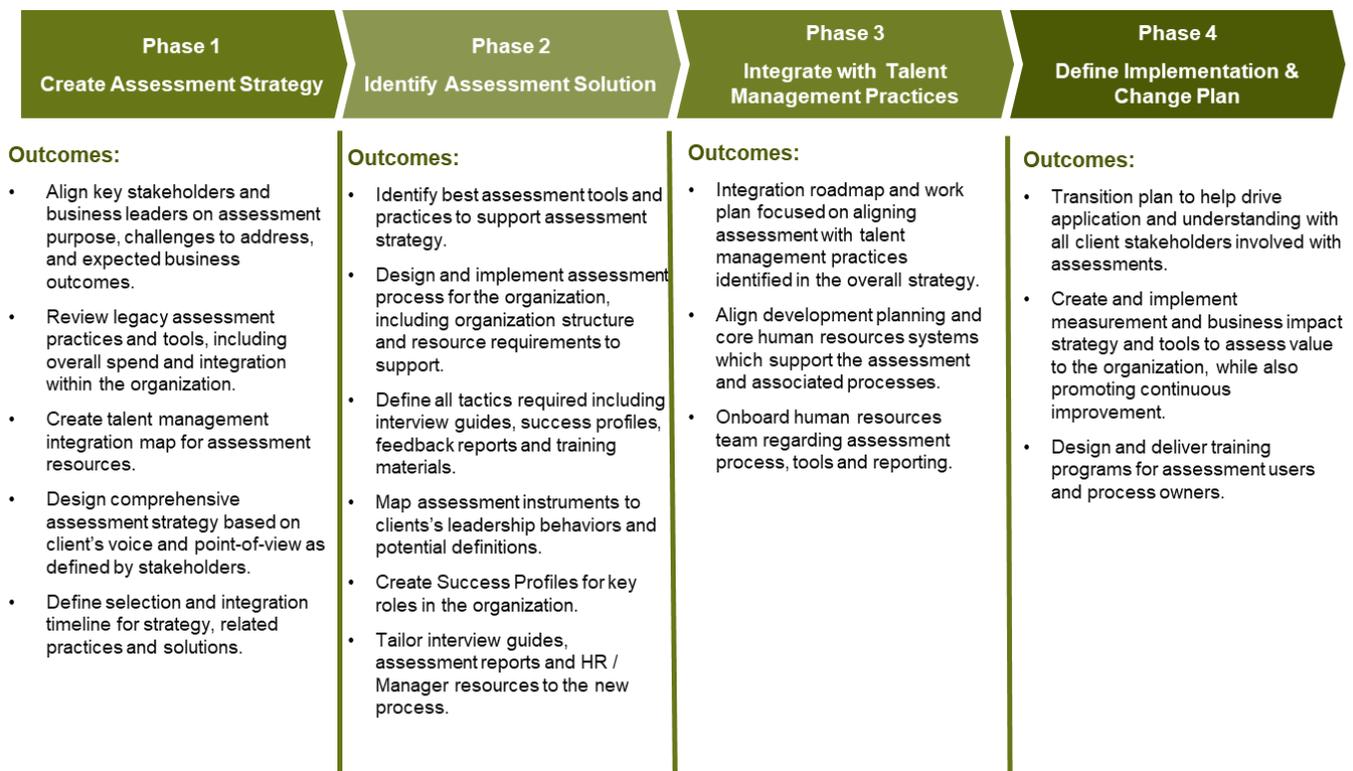
To utilize assessments effectively and gain buy-in from all stakeholders, organizations must first be able to clearly articulate context, establishing a link to business outcomes. To transform your organization's approach to assessment for selection and development, you must first align on "why"

assessments are used and “what” role assessment will play in selection, development, succession, and other areas within your talent management philosophy.

A core aspect of our approach is integration with an organization’s leadership behaviors and culture. We involve key subject matter experts in a way that most effectively advances the creation of an overall assessment strategy while also activating change management tactics for a smooth transition. Rather than taking a “one size fits all” approach, we design a tailored solution to energize and enable leaders within your organization.

Approach to Designing an Organization Assessment Strategy

At LAK Group we believe in an integrated talent management approach that leverages change resiliency practices, with a touch of culture shaping philosophy. We include a stakeholder analysis in our strategy-building approach as the client point-of-view and leader alignment is the foundation for sustained success and accountability. Our high-level framework for designing an integrated assessment strategy is described below.



WHY LAK Group?

Our support goes beyond assessment. We can also offer individual feedback sessions and development planning, as well as ongoing support and coaching. Our solutions are flexible. When needed, we partner with our clients to tailor our research-based content to their organization’s business language and culture.

LAK Group believes people are the competitive differentiator for organizations and communities. Our purpose is to transform careers, cultures, and organizations from selection through succession. We partner with healthcare systems to create and execute integrated talent strategies which improve leadership capability, business success, and employee engagement.