


e- ASSESSMENT

Integrating results to talent development

PROFOUND INSIGHTS

- 
- Data and information is vital for sustainable high performance in the world today
 - ITD World's e-Assessment platform is robustly customizable for collecting data within any organization
 - Our platform provides key decision makers with actionable data, information and profound insights to enhance performance for bigger accomplishments

PROFOUND INSIGHTS

- ITD World's e-Assessment platform provides multiple windows for assessing various competencies and including:
 1. Leadership Competencies, Behaviours and Habits
 2. Self-Mastery, Work-Life Mastery, Love, Happiness and Success, Mentoring Mastery and World Influence Mastery
 3. Mass Surveys relating to any topic such as Employee Engagement, High Performance Teams, Coaching Culture, Trust and Innovation Culture
- Maximize talent with actionable data, information and profound insights to establish a platform for breakthrough results

POWERING DEVELOPMENT THROUGH INSIGHTS

- Make critical decisions to leverage on the strengths of their talent and to improve upon the capabilities needing enhancement.
- Take action to maximize performance by assigning team members to tasks, duties, projects and roles which match their strengths.
- Identify gaps to close and take the necessary action to strengthen areas which are vital to the success of the team and the organization.



- People get a snapshot of their talent level thanks to an intuitive process which quantifies the proficiencies being assessed.
- Those being assessed gain a deeper comprehension of their strengths and areas for improvement and can work on leveraging on what they are good at or on closing the gaps.
- ITD World's e-Assessment system anonymizes the sources of feedback so people can confidently and confidentially offer honest feedback.
- Organizations can make the correct decision and focus on essential efforts to take talents to the next level of performance and results.

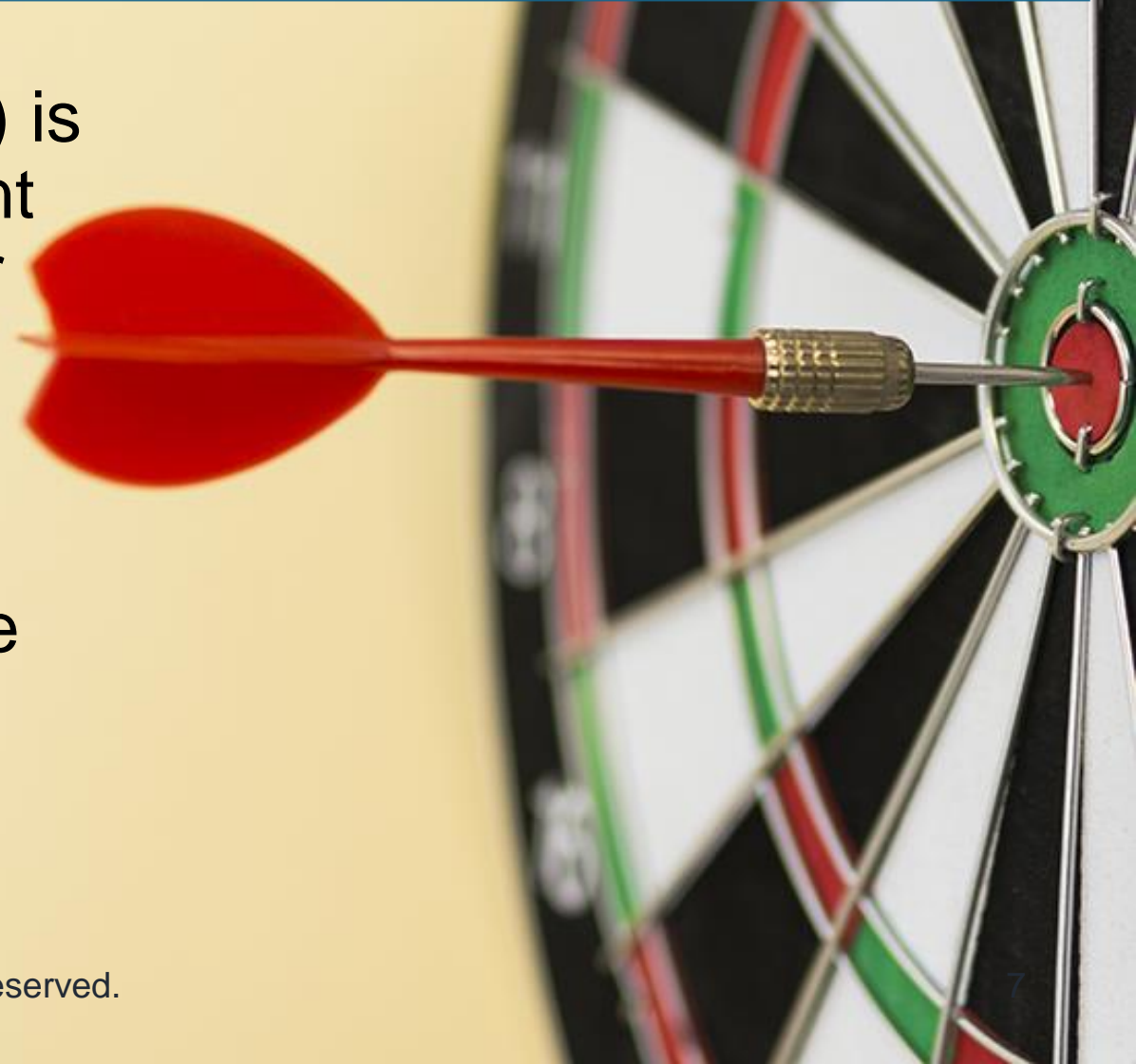


“What lies behind us and what lies
before us are tiny matters compared to
what lies within us.”

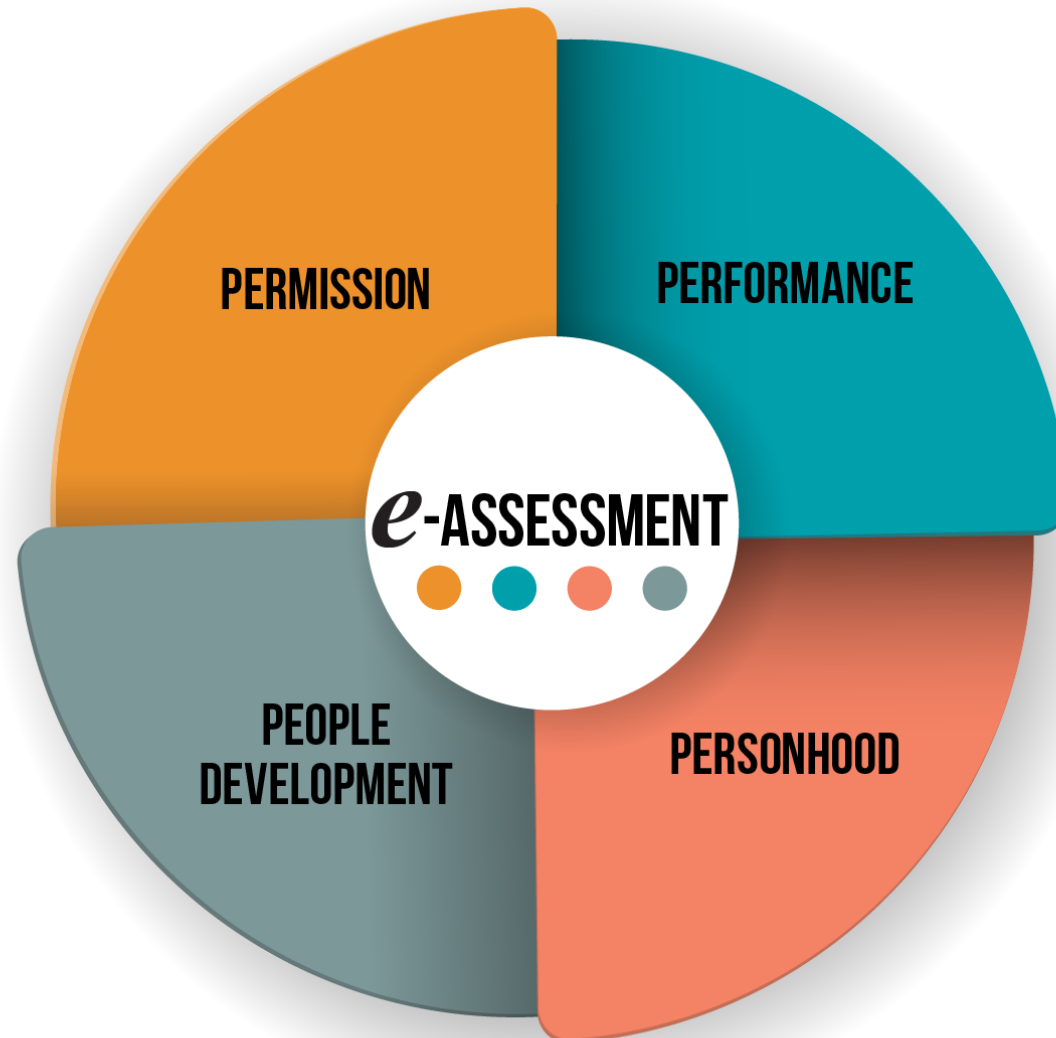
Ralph Waldo Emerson

LEADERSHIP FEEDBACK TOOL (LFT)

- The Leadership Feedback Tool (LFT) is an example of the kind of assessment ITD World's e-Assessment is built for
- This LFT assesses leaders in four elements to pinpoint their strengths and areas for improvement
- Feedback obtained is used as a base for future improvement efforts



THE ELEMENTS BEING ASSESSED



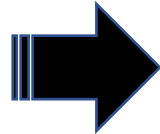
“Absorb what is useful,
Discard what is not, Add what
is uniquely your own.”

Bruce Lee

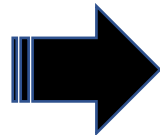
LFT PROVIDES INSIGHTS INTO



SPHERE OF PERMISSION



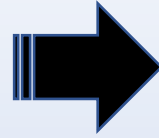
Permission are the competencies related to relationships and EQ. It is here the people being assessed can have a strategic view of the status of their connections with their networks. Having strong relationships with others is important to get things done efficiently and effectively.



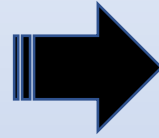
Those who possess a high EQ will enjoy higher influence among their superiors, peers and direct reports and so tend to perform at a higher level. People with high EQ can communicate clearly and effectively as well as be open to feedback for self-improvement.



SPHERE OF PERFORMANCE



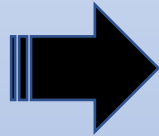
In the sphere of performance, key leaders and those being assessed can better understand their contributions to the team and the organization. It is here their competencies in results and responsibilities are being evaluated.



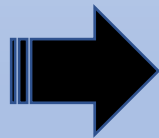
These competencies include having a responsible attitude, possessing a high initiative to get things done fast on time, and delivering good quality work. Those who are proficient in this are high-performers who can be tapped upon to get accomplishments.



SPHERE OF PEOPLE DEVELOPMENT



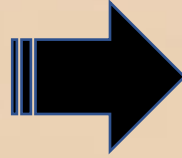
ITD World believes there is tremendous value in developing and growing others. Those who can help their team members become better gain the respect of their peers, as well as seeing their influence expand in the organization.



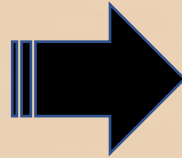
There are several competencies being assessed under this sphere, including taking the initiative for self-improvement, equipping people with the right knowledge and skills and effectively training and developing people. Those who help others grow eventually find themselves growing too.



SPHERE OF PERSONHOOD



Under this sphere, those being assessed will see how others relate to them as a person. Knowing how a person is perceived by the people around them is an important for increasing self-awareness to lead towards self-growth and improvement.



Competencies to be assessed in this sphere include positive mental attitudes, being a forgiving person, a role-model for others, good work discipline and contributes to the organization attaining its vision and mission.



HOW LFT ON e-ASSESSMENT WORKS

People who are assessed first assess their own performance before observers, comprising their superiors, direct reports, peers and stakeholders

Persons being assessed rate themselves while the observers' rates and give their written feedback of the person

A report is then generated to show the performance of the person being assessed under each sphere.



The process is anonymized so a detailed picture can emerge to reveal gaps between performance and expectations, strengths to tap upon and gaps to close.

Observers utilize the written feedback feature to give their inputs to which provides clarity and an avenue for specific action steps to be taken. This space is also used to give praise and encouragement.



LEVELS OF ASSESSMENT

The system is robustly built to handle various levels of assessment:

1. Self-Assessment – Where you assessed yourself on your own competencies
2. 360-degree assessment – Where you are assessed by your direct reports, peers, superiors and self
3. 720-degree assessment – Where the 360 assessment is applied in the workplace and personal life for more holistic insights

ITD WORLD E-ASSESSMENT WORKS WITH

The ITD World e-Assessment is the first step towards continuous improvement

Continue the journey to achieve a global competitive edge with our Top 3 Strengths:

1. Talent and Leadership Development Solutions
2. High Performance Team and Coaching Culture Solutions
3. Talent Management and Employee Engagement Solutions

TAKE FULL
ADVANTAGE
OF OUR

TOP

3

STRENGTHS

To Achieve
Your Global
Competitive
Edge



1 TALENT AND LEADERSHIP DEVELOPMENT SOLUTIONS

- ▶ **Aligning** People Development with Business Results and Strategy
- ▶ **Designing** Results based Solutions and Mapping of Competencies
- ▶ **Certified** Competent and Professional Leader
- ▶ **Certified** Master of Leadership
- ▶ **Enabling** the 10-20-70 Model for Optimum Results
- ▶ **Integrating** Training, Coaching, Mentoring and Action Learning and Assessments
- ▶ **Delivering** Bottom-line Results

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STRENGTHS

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2 HIGH PERFORMANCE TEAM COACHING CULTURE SOLUTIONS

- ▶ **Strategy and Execution** Workshop and Consultation
- ▶ **Executive Coaching** for Top Management and Top Talent
- ▶ **Certify** a Pool of Top Professional Coaches and Mentors
- ▶ **Train & Develop** Leaders to be Competent Coaches, Mentors and Trainers
- ▶ **Blended** Learning Coaching and Mentoring Solutions
- ▶ **Developing** Coaching Results Matrix and Assessment
- ▶ **Designing** Coaching and Mentoring Process and Systems

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3

STRENGTHS

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3 TALENT MANAGEMENT AND EMPLOYEE ENGAGEMENT SOLUTIONS

- ▶ Talent Management Strategy and Tactical Plan
- ▶ **Implementing** the Talent Management System and Matrix
- ▶ Potential Assessment and Succession Planning System
- ▶ **Certify** a Pool of Talent and Competency Professionals
- ▶ **Designing & Implementing** Engagement Systems, Tools and Surveys
- ▶ **Executing** Engagement Interventions and Results Measurement
- ▶ **Developing** and Certifying Leaders to Maximize Engagement



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