



# Case Study

## Client

£60M site manufacturing speciality additives for industries including construction, printing, graphics and personal care. Part of an international £200M group.

## Brief

To identify, from a cross-functional team of middle managers, those individuals with development potential who could progress into senior management. Personnel taken from Production, R&D, sales and marketing functions.

## Outcomes

- Worked closely with the senior management team to agree the project scope and select the appropriate assessment tools
- Successfully managed all communications with the target group at what was a sensitive time for the business
- Utilised a range of ability tests and personality questionnaires including **MBTI®** and **FIRO-B®** as part of the programme
- Managed all administration, scoring, interpretation and feedback processes
- In-depth reporting to senior management facilitated the drawing up of appropriate development programmes

As a result of its success in managing this programme, we were engaged to assist with a wide range of ongoing assessment and recruitment activity. This included assessing internally sourced candidates and fully managed selection assignments, across the manufacturing, technical, commercial and HR functions.