



TALENT DEVELOPMENT

ASSESSING AND SELECTING CANDIDATES

Sirva Intercultural Group's assessment services support your organization's strategic talent development initiatives and individual employee development needs. Assessment solutions include:

- Candidate Selection
- Self-assessment
- Employee Development

Our Approach

- Utilize a consultative and highly flexible approach to deliver face-to-face or virtual assessment offerings.
- Deliver support to our clients through our global in-house team of experts and a managed worldwide network of over 480 rigorously selected and highly experienced Intercultural trainers and coaches.
- Integrate proprietary tools that assess the essential attributes necessary for working across cultures. They are based on 60 years of research and validation studies examining what makes employees successful at living and working across cultures.
 - Overseas Assignment Inventory (OAI) evaluates employees' and accompanying partners' cultural adaptability as it pertains to expatriate assignments. It measures nine personal attributes essential for successful adaptation to another culture and evaluates six context factors that can either support or deter expatriates from having a successful assignment.
 - Global Assessment Inventory (GAI) is our self-assessment tool designed to measure ten attributes related to success in multicultural interactions that are essential to a successful experience working with people from different backgrounds and cultures.

Do you effectively assess and develop key talent while building a pipeline of leaders and critical skills?

Are your employees able to self-assess their cultural adaptability skills?

How do you assess and select the right candidate for deployment?

How do you support your employees in making the right decision about an international opportunity?

ASSESSMENT AND SELECTION SOLUTIONS

Sirva Intercultural Group can help you select, assess, and develop your employees for an international role with our services incorporating our proprietary web-based tools.



Selection

Candidate Assessment

Candidate Assessment services are for clients seeking to integrate an in-depth, external assessment of cultural adaptability into their selection processes. This service evaluates candidates for a particular assignment.

Client Certification Workshop

Client Certification Workshops are geared towards clients seeking to integrate a cultural adaptability tool into their internal processes. Participants learn how to utilize the OAI and conduct behavioral interviews.

Self-Assessment

Candidate Self-Assessment Express

Provide your employees with the opportunity to consider their own adaptability in light of a potential assignment or as part of their development in the early stages of the international assignment with the Candidate Self-Assessment Express. This self-assessment solution helps employees understand their adaptability strength and challenge areas, explore culture-specific information about their potential assignment location, and discuss specific questions or concerns via a personalized coaching session.

Candidate Self-Development

In order to support the development of all employees, not just those relocating, organizations can offer individual access to the GAI. Employees can use the self-assessment tool to focus on developing their cultural adaptability as part of a structured development plan or integrated with training or coaching.

EMPLOYEE DEVELOPMENT

Candidate Pool Development

To support an organization's goal of developing their talent or creating candidate pools, we offer access to the GAI. Organizations can provide access to the tool to their high-potentials and to employees who have expressed interest in going on an international assignment at some future point in their career. The GAI helps users understand their personal adaptability profiles so they can target their development allowing them to be prepared for a global leadership position or an international assignment when it becomes available.

Assignee Development (with OAI Debrief)

Organizations can provide additional cultural adaptability development support to already chosen candidates for international assignment by integrating the Assignee Development with OAI Debrief in the employees' intercultural training programs. Incorporating the OAI into the Developing a Global Mindset program allows participants to assess their cultural adaptability profiles, work with the Intercultural trainer to build their adaptation skills and brings an added level of customization to the training.