

ACSG PRESENTATION

**Gaining a competitive advantage
by using assessment centers
to further talent management:
A Case Study**

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13 March 2008

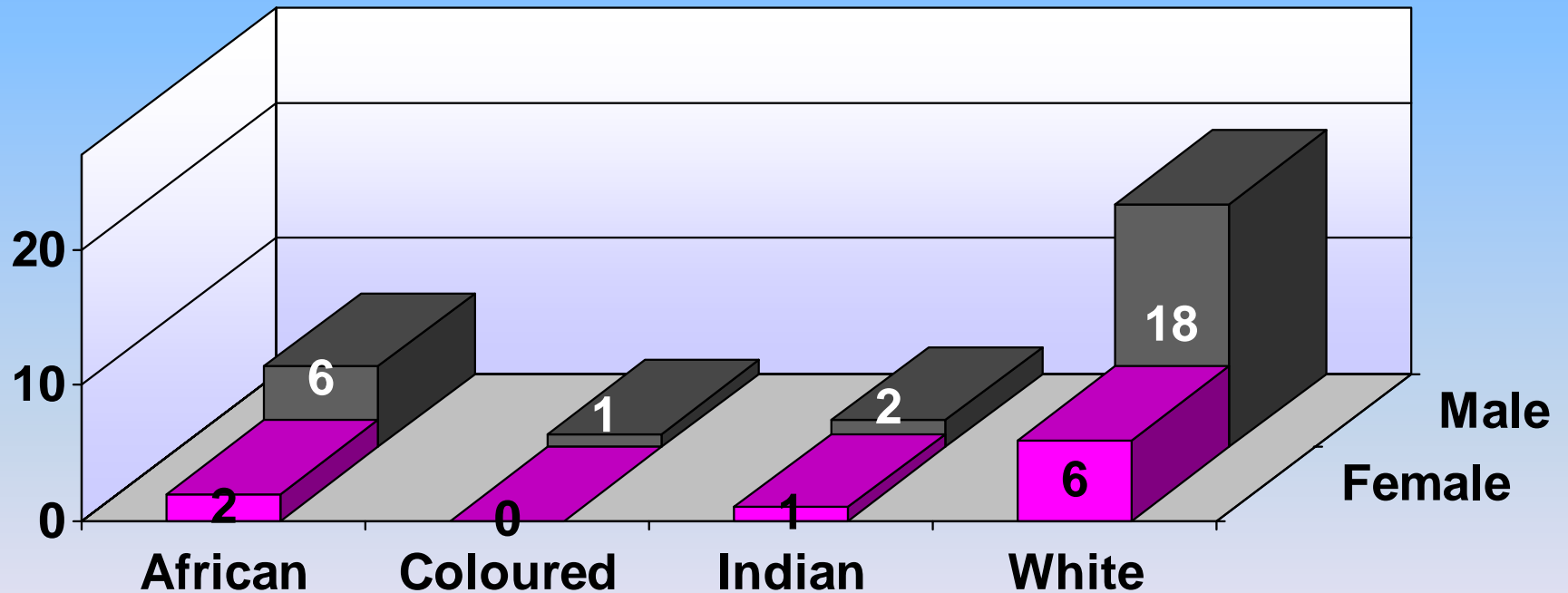


CONTENT

- **Organisations strive to gain the competitive advantage rather than be market followers.**
- **Selecting and retaining the talent to do these forms a key part of this strategy.**
- **“Superkeepers” as defined by Berger & Associates as the top 5%**
- **Key successions talent of 10%**
- **Data of 36 Senior Managers**
- **The role of feedback**
- **Defense mechanisms**

ATTENDANCE (36) RACE & GENDER

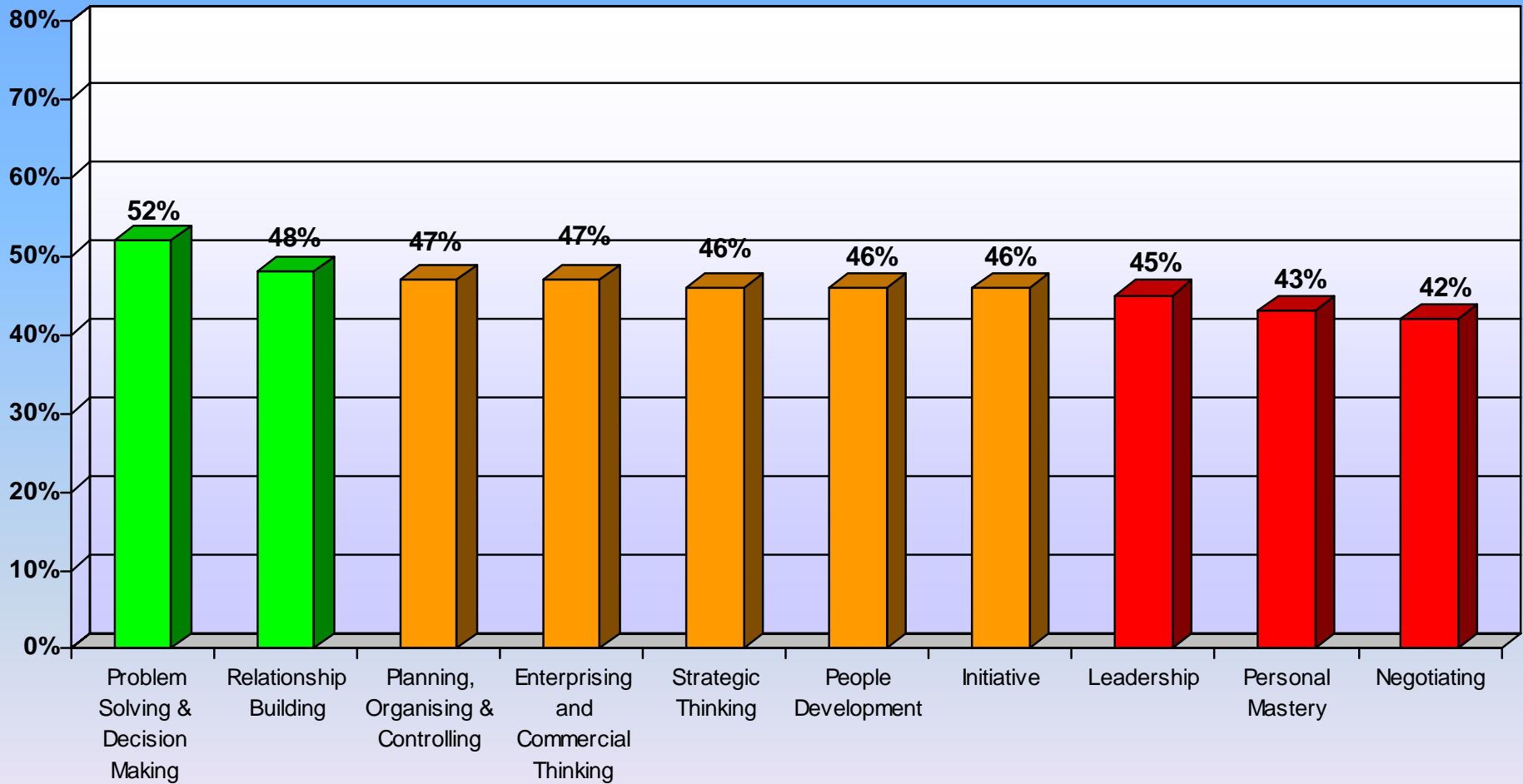
Female Male



COMPETENCIES ASSESSED

GROUP	COMPETENCY
THINKING	Strategic Thinking
	Enterprising & Commercial Thinking
	Problem Solving & Decision Making
MANAGEMENT / LEADERSHIP	Leadership
	Planning, Organising & Controlling
	People Development
INTERPERSONAL	Relationship Building
	Negotiating
PERSONAL	Initiative
	Personal Mastery

COMPETENCY AVERAGES (36)



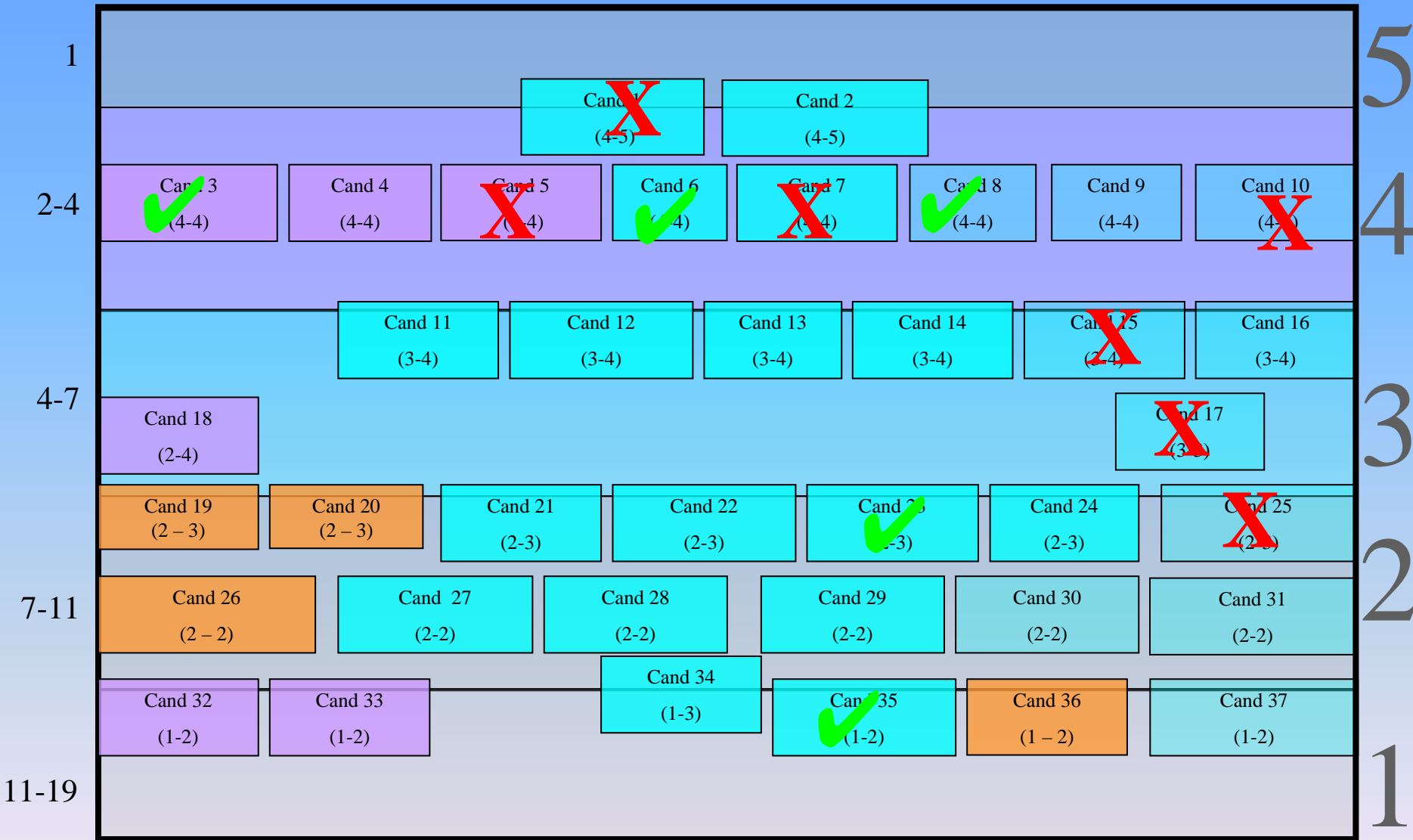
EDUCATIONAL LEVEL (27)

Matric (2) = 44.7%

Diploma/Degree (17) = 47.7%

Post Graduate (8) = 49.6%

LEVELS OF WORK



X resigned in the last year

✓ identified as possible successors

Feedback

- Avoidance
- Attack
- Rationalisation
- Generalisation
- Projection

Questions?

THANK YOU!

**For any additional information please
contact**

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