

LEADERSHIP TALENT ASSESSMENT

The purpose of the Land O'Lakes Strategic Talent Resource Group (STRG) leadership assessment process is to identify individual strengths, opportunities, and future potential.

These initiatives are designed to achieve the following outcomes:

- To understand individual strengths and opportunities, as well as potential derailers and fit for future leadership opportunities.
- To provide individualized feedback for each participant and to use that data to enhance or update a personal development plan.
- To provide a summary of the talent (i.e., a talent grid) that leadership can use for succession planning and leadership development.
- To conduct a recap session with the leader of the team so they have a thorough understanding of the results and how to interpret and use for coaching.

Two processes are available. The first is an online assessment that can be administered remotely. The second is a more in-depth assessment that requires travel to a Minneapolis-based management consulting firm. More information on both options can be found on the next page. The process would be similar for both options, as follows:

Kick-off Meeting

The STRG consultant and project manager will meet through a virtual conference call with your HR contact. The goal would be to review the administration process, communication that will be sent to participants, and expectations for delivery.

Assessment Administration

Send out test links or schedule in-person assessment

Assessment Report and Insights

Review and analyze assessment results. Provide in-person feedback to participants, as well as leader of the group.

Deliverables:

- Individual data report and summary of results
- Individual feedback session (2 hours)
- Group report
- 90 minute feedback session with leader(s)/HR

Assessment Type	Measures Included	Who Conducts	Feedback Provided	Administration Time
Online	<p>360 feedback report</p> <p>Problem solving measures</p> <p>Leadership assessment of potential</p>	<p>STRG Project Manager manages coordination and scheduling</p> <p>STRG Consultant provides feedback</p>	<p>2-hour feedback session with participant</p> <p>90 minute feedback for leadership</p>	<p>2-3 hours to complete the online assessments</p> <p>1 week to analyze results and generate report</p> <p>2-4 weeks for 360 administration and analysis</p>
In-person	<p>With the exception of the 360, the same measures that are included above, as well as:</p> <p>Interview with a psychologist</p> <p>2 simulations (1 with direct report, 1 with boss)</p>	<p>Korn Ferry, managerial consulting firm located in Minneapolis, MN</p>	<p>30 minute feedback call with leader for each individual assessed</p> <p>30 minute feedback call for each participant</p>	<p>2-3 hours of pre-work</p> <p>4-5 hours in Korn Ferry's office in Minneapolis</p>