Empowering Leadership Assessment

Strong leadership is more than a competitive advantage; it separates world-class companies from the rest. Gaps in the pipeline, changing requirements, inadequate capabilities, and a need to grow talent internally all point to the importance of assessing leadership talent.

For nearly 15 years, Aon Hewitt’s LEADeR® suite of assessment tools has provided a robust, cost effective, easily tailored approach to assessing leadership capability and potential.

Developing a Leadership Pipeline
Our LEADeR suite of assessment tools can help you develop a robust leadership pipeline by:
- Identifying individual contributors for selection into front-line leadership
- Assessing high potential leaders to support accelerated development
- Evaluating the adequacy of leadership capability for talent and succession planning
- Selecting internal and external candidates at all leadership levels

Creating a Tailored Solution
LEADeR offers innovative, sophisticated methods of assessment and development to identify leadership assessment needs at every level with a range of price points. LEADeR is designed as a highly flexible, modular solution that can be easily configured to provide a truly tailored solution to meet your needs.

Features include:

**Suite of assessment tools**
Tailored specifically to each level of leadership, including options such as computer adaptive reasoning and personality tests, multi-rater surveys, digital interviews, role-plays and automated writing assessments.

**State-of-the-art web-based simulations**
Reflecting the realities of leadership today in a variety of product and service industries. These include options for both web and interpersonal challenges that mirror the capabilities to be assessed.

**Library of content**
Carefully designed to measure the agility, ability and aspiration that are essential to the assessment of high potential as well as focus on the specific leadership capabilities needed at various turns in the leadership pipeline.

**Global content**
Applicable to countries and cultures around the world.
Seamless competency model integration
Works through your existing or Aon Hewitt’s leadership model, enhancing focus on key proficiencies in your organisation as well as confirming job-relevance.

Variety of administration choices
Fully automated virtual options to high touch face-to-face or phone and digital interactions.

Skilled programme administration services and technology
Ensuring a convenient, positive and engaging experience for participants and minimal administrative requirements for the organisation.

Flexible reporting for selection and development
Offering a variety of options ranging from executive summary and detailed behavioural examples of assessment performance to specific development resource suggestions.

Your leadership pipeline fully supports your business strategy now, and in the future
Results of combining Aon Hewitt’s state-of-art LEADeR assessment tools, with thought leadership and deep leadership consulting expertise.

Follow-up support
Ranging from a single individual feedback and coaching session to end-to-end leadership development programs and succession planning.

Assessment suite options:

Cognitive Tests (AP Reasoning)
Personality, Interest, and Biodata Tests
Multi-Rater (360, 180) Surveys or Interviews
Interviews (Structured Behavioral)
Assessor Delivered Role Plays
Simulations