SERVICES

4C:2C FORESEE TO SEE
PREDICTION OF LEADERSHIP POTENTIAL, SUCCESSION READINESS AND HIGH-PERFORMING TEAMS

Who we are determines how we lead. Personality defines leadership style and impacts organisation performance.

With the Optimal 4Cs Model (Prediction of Potential) and the Optimal 2Cs Model (Prediction of Succession Readiness), you will easily identify your High Potential Successors. And let the Optimal 3Ps Model help you create your all-star High-Performing Team.

STEP 1:
PREDICTION OF LEADERSHIP POTENTIAL USING THE OPTIMAL 4Cs MODEL

At Optimal, we assess and predict leadership potential using psychometric assessments and one interactive feedback assessment session with a consultant.

The Potential Rating based on the **Optimal 4Cs Model** encompasses the evaluation of a candidate on four domains - **Capabilities, Competencies, Commitment** and **Coachability**. This multi-dimensional assessment approach maximises our capability to predict individual potential and performance, hence guiding effective selection/development decisions.

CAPABILITIES
- COGNITIVE ABILITY
- SITUATIONAL JUDGMENT

COMPETENCIES
COMPETENCY ASSESSMENT USING:
- OPTIMAL COMPETENCY MODELS WITH ASIAN BENCHMARKS
- CLIENT'S COMPETENCY MODEL

LEADERSHIP POTENTIAL

COMMITMENT
- ASPIRATION
- ENGAGE-ABILITY
- WORK CULTURE

COACHABILITY
- OPENNESS TO FEEDBACK
- HUMILITY
- ACTING ON FEEDBACK

Optimal 4Cs Model

optimal
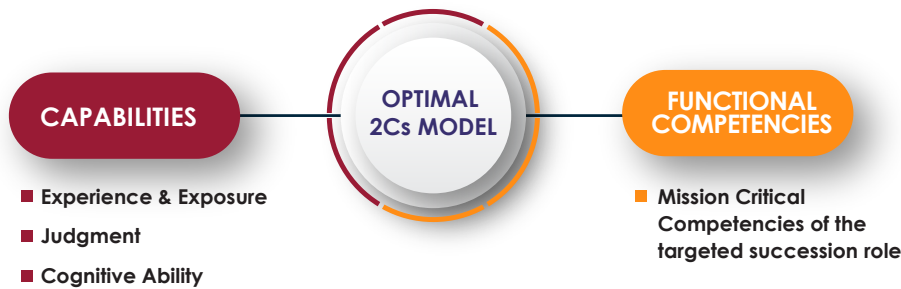Developing Leaders. Optimising Performance.

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STEP 2:
PREDICTION OF SUCCESSION READINESS USING THE OPTIMAL 2Cs MODEL

Assessing leadership potential is a pre-requisite for assessing succession readiness. Also, assessment and prediction of succession readiness is against a targeted job role.

The Succession Readiness Rating based on the **Optimal 2Cs Model** is derived by evaluating the candidate on two domains – **Capabilities** and **Functional Competencies.** This is achieved by using additional psychometric assessments and assessing the candidate on functional skills. In addition, the candidate will be rated on a set of competencies, which are selected in consultation with you.

CAPABILITIES
- Experience & Exposure
- Judgment
- Cognitive Ability

OPTIMAL 2Cs MODEL

FUNCTIONAL COMPETENCIES
- Mission Critical Competencies of the targeted succession role

Optimal 2Cs Model

THE FRUITFUL TEAM USING THE OPTIMAL 3Ps MODEL

PURPOSE
01
HIGH PERFORMING TEAM
PROCESS 02
PEOPLE 03

Optimal 3Ps Model
The Fruitful Team

We can help you maximise organisational success by aligning **Purpose, Process** and **People** within teams. With a focus on these three characteristics that are commonly present in high-performing teams, teams are guided to consider: "Where do we want to go?" and "How do we want to get there?".

At Optimal, our assessments-driven and scientifically-validated approach allows each team member to enhance effectiveness and unleash potential as individuals and within teams. This is achieved using a combination of one-on-one feedback sessions and a team workshop.