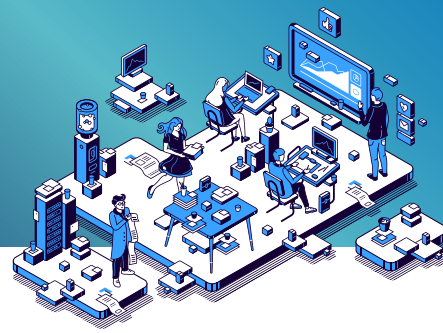


# ASSESSMENTS —

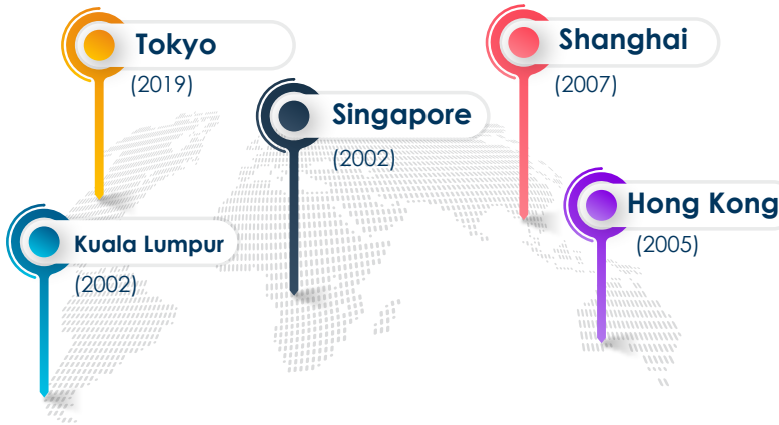
# ACADEMY —

# SERVICES —

**optimal**  
Developing Leaders. Optimising Performance.



DEVELOPING LEADERS • OPTIMISING PERFORMANCE



**Optimal Consulting Group** is the trusted partner in leader-talent identification and succession planning. In addition, we are the distributor-partner for leading global psychometric assessments in Asia.

## OPTIMAL BY NUMBERS



## WHAT WE DO

### ASSESSMENTS

- Licensed Distributor of well-researched personality and aptitude assessments
- Main Product: **Hogan Assessments (US)**
  - a) Hogan Personality Inventory (HPI)
  - b) Hogan Development Survey (HDS)
  - c) Motives, Values and Preferences Inventory (MVPI)
- **Self Management Group (Canada):**
  - a) Sales Potential Identification (SPI)
  - b) Retail Sales Potential Identification (RSPI)
  - c) Predictor of Potential (POP)
  - d) LeaderPOP
- **Mosaic Personality Tasks (UK):**
  - a) Leadership Selection and Development
  - b) Psychological Safety Leadership
- **Optimal Consulting Group (Singapore):**
  - a) Optimal Resilient Leadership Report
  - b) Optimal High Potential Leader Report
  - c) Optimal High Potential Talent Report
  - d) optimal360

### ACADEMY

- **Certification Workshops**
  - a) Level 1 Hogan Assessments Certification
  - b) Level 2 Hogan Advanced Interpretation Certification
  - c) Level 2 Hogan Advanced Feedback Certification
- **Development Interventions**
  - a) Strategic Self-Awareness
  - b) The Resilient Leader
  - c) Coaching The Uncoachable
  - d) Young Women in Leadership
  - e) Unlocking the Potential of Psychometrics for your Talent Management Strategy

### SERVICES

- **4C/2C: Foresee to See**
  - a) Prediction of Leadership Potential using the Optimal 4Cs Model
  - b) Prediction of Succession Readiness using the Optimal 2Cs Model
- **The Fruitful Team using the Optimal 3Ps Model (Purpose, People, Process)**
  - a) Team Effectiveness
  - b) Team Leader Coaching

#### OPTIMAL 4Cs MODEL



#### CAPABILITIES

- Experience & Exposure
- Judgment
- Cognitive Ability

#### OPTIMAL 2Cs MODEL

#### FUNCTIONAL COMPETENCIES

- Mission Critical Competencies of the targeted succession role

#### OPTIMAL 2Cs MODEL



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