



Executive Assessment

Abundant research confirms that corporate performance is directly correlated with the quality of an organization's leadership. Companies that habitually measure performance and potential against clearly defined competencies for success in key leadership positions enjoy a significant advantage over those that do not.

WJMAssess™ is a customized assessment and development program that can significantly improve developmental, hiring and succession planning initiatives, as well as reduce executive failure. WJM's state-of-the-art process moves beyond the boilerplate assessment programs that proliferate in the market. WJMAssess™ includes pre-employment assessment, high potential assessment, and team assessment. It can be used as a stand-alone or developed as an assessment center.

Our faculty of assessment experts allows WJMAssess™ to be the only executive assessment service that standardizes the evaluation of behaviors based on multiple inputs. The process is always customized for the client organization and typically includes measurement of personality, motivation, job-role fit, as well as in-depth candidate interviews, role plays, and a proven 360-degree survey/feedback program. Developmental action plans and a Leadership Proficiency Evaluation™ (LPE) are often provided as output from the process. The LPE provides a summary of the information gathered during the WJMAssess™ process and offers clear, concise and productive feedback.

WJM Associates' certified assessment experts are familiar with most validated and reliable assessment instruments. Our breadth of knowledge allows us to make unbiased recommendations on the best processes and tools for the organization based upon the assessment needs. Rather than promoting any single system, battery or test, we provide the ability to measure the qualities, competencies and behaviors that are relevant to the particular organization's objectives. Reports and measurements are tailored to the organization's core competencies.

Client Success

WJM excels in guiding executives to identify their strengths and weaknesses and develop action plans allowing for future growth. WJM's assessment process of candidates for key roles in organizations not only helps companies hire candidates meeting job specifications, but also gives insight to how they will fit in their new organization. WJM is a skilled and professional organization that I would recommend to anyone trying to attract, coach, or develop executive talent.

-Chris Fashek, Executive Chairman, Systagenix

WJM Assess™ Customized Assessment Services

Pre-Employment Assessment

Helps measure prospective executives against a customized matrix of factors before the hiring decision is made. Areas of investigation may include:

- Cultural fit
- Communication skills and style
- Interpersonal adaptability
- Vision capability
- Emotional intelligence
- Personality

High-Potential Assessment

Assists proactive organizations in identifying and developing future leaders. The process allows for assessment against core competencies and addresses specific management challenges, such as:

- Fit within future corporate culture
- Management style
- Leadership ability
- Interpersonal effectiveness
- Technical development needs

Team Assessment

Evaluates how each individual team member furthers or limits the group's objectives and provides a thorough understanding of the unit's performance as a whole. The process measures the team against the organization's core competencies and/or team competencies.

Assessment Centers

Evaluates and develops groups of executives through specifically designed assessment simulations. The process allows for both designing and facilitating assessment centers. We can work with our clients in a variety of capacities from designing the centers, developing assessment exercises and simulations, as trained assessors for existing programs, and/or for training internal client assessors.

WJM ASSOCIATES, INC.

How WJM Associates Brings Quality Control to Executive Assessment

Faculty

WJM's highly experienced faculty of over 100 professional organizational psychologists and executive coaches allows for greater adaptability in complementing the specific Executive Assessment program objectives.

Experience

While WJM's Faculty members have had rigorous training in organizational development and/or psychology, we also put great emphasis on choosing consultants with direct business experience and a strong, real world understanding of corporate dynamics. In fact, many of our Faculty members have proven track records in senior corporate positions in industries similar to those of WJM's clients. The Company has received consistent positive feedback from clients who appreciate that WJM's services are delivered from experience, rather than just theory.

Account Directorship

WJM offers experienced Account Directors (ADs) who serve as strategic partners to our clients. Our ADs collaborate closely with line managers and human resources executives to define requirements and success factors, while establishing the most comprehensive and strategically effective approach to executive development. ADs serve as 'project managers' for all Executive Assessment assignments. They ensure that the process is moving forward appropriately and that all deadlines and expectations are being met. They provide monthly "report cards" on each specific engagement, providing to HR and management an overview and status update against established goals.

Measuring and Guaranteeing Results

WJM Assess™ is custom-designed to deliver observable bottom line value to the company in a short period of time. And we guarantee results.

WJM Clients

- Bank of America
- Bank of NY Mellon
- Bristol-Myers Squibb
- Capital One Financial
- Celgene
- Citigroup
- Cordis
- Cytec Industries
- Deloitte & Touche
- Diageo
- DuPont
- Eaton
- GMAC Financial
- Goldman Sachs
- Home Box Office
- The Interpublic Group
- Johnson & Johnson
- J.P. Morgan Chase
- Lockheed Martin
- MasterCard
- McGraw-Hill
- Merrill Lynch
- Montana State University
- Morgan Stanley
- MTV Networks
- Motorola
- NewPage
- Nielsen Media Research
- Panasonic
- Pepsico
- Pitney Bowes
- Schering-Plough
- Sprint Nextel
- Time
- UCB
- Western Union
- Xerox

About WJM Associates

WJM was founded in 1996 by William J. Morin, a renowned authority in executive development and the former CEO of Drake Beam Morin, Inc., one of the world's largest organizational consulting and career management firms. Today WJM has an unsurpassed track record of successfully assisting both Fortune 500 and mid-sized companies in achieving continuous and measurable improvement in the performance of their executives, teams and organizations. Our services include assessment and coaching for individuals and teams, as well as large-scale change efforts, including post-merger integrations, succession management programs and many other initiatives. WJM has an extensive faculty of over 100 professional executive coaches, organizational psychologists and other experienced consultants located around the world that are prepared to address the particular needs of an individual executive, his/her team or the entire organization, whatever the industry, location, corporate culture or language.

For more information, please call
1-877-667-4647 or visit us at
www.wjmassoc.com.



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Enhancing Executive & Organizational Effectiveness