

CASE STUDY

MINING ORGANISATION 360 TALENT DASHBOARD

What was the purpose of the work?

This global mining organisation identified a need to incorporate 360 assessment feedbacks into their global talent management framework. BIOS SA was tasked with developing a framework for assessing the key competencies and business requirements and then using a structured semi-quantitative process to assess over 200 senior managers globally.

Location: Global

Date completed: 2011

The design and scope of the project

- Development of questionnaires to identify key behavioural and experience requirements
- Interviews with nominated subordinates, lateral reports, key clients and Senior Reports
- Compilation of talent dashboard reports indicating quantitative and qualitative feedback
- Feedback to all individuals
- Feedback on team analysis to all team managers in terms of performance and potential

What tools and processes were used?

- CPA
- Structured interviews
- Performance information
- Career experience and education/training
- Talent trend analysis

What were the benefits to the client?

- Identification of key individual strengths and development requirements
- Prioritisation of high potential talent
- Identification of group skills development trends and priorities
- Valuable objective input into talent forums
- Leverage and retention of high potential talent

Follow-up

Ongoing work with organisation in terms of assessment and talent management.