

CASE STUDY

Multinational Merger

What was the purpose of the work?

To assist a merge between 6 different companies operating in 17 African countries, by providing talent analytics on the top 250 executives. This data was used to assist the client optimise their human capital, by ensuring the correct people were placed in the correct positions.

Location: Mainly South Africa, but also Zambia, Mozambique, Kenya, Ethiopia and a host of other countries around Africa

Date completed: January 2016

The design and scope of the project

- ❖ 250 face to face assessments
- ❖ Very interactive and detailed methodology
- ❖ Highly skilled consultants required
- ❖ Team made up of 14 experienced and seasoned consultants

What tools and processes were used?

- ❖ The Career Path Appreciation (CPA)
- ❖ The Wechsler Adult Intelligence Scale (WAIS III)
- ❖ The 16 Personality factor Questionnaire (16PF)

What were the benefits to the client?

- ❖ Enhancing individual self-awareness
- ❖ Ideal person-job match achieved
- ❖ Bench strength of the entire top leadership structure analysed and understood
- ❖ Future potential. Succession planning and talent pooling improved

Follow-up

- ❖ One on one feedbacks with all candidates
- ❖ Team analyses per director and stream
- ❖ Overall trend analysis
- ❖ Ongoing assessments provided on an ad hoc basis

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