

## Assessment and audit

**Having the right person in the right place and at the right time is pivotal to any organisation's success.**

*With our expertise in the assessment of individuals and review of teams, our consultants provide critical insights on capabilities, risk areas, and potential. We can thereby help secure the performance, profitability, and alignment to your business strategy.*

### Our services

**Management and team audits** - Our audits are often called upon when a company is preparing for a transformation that requires a review of the current leadership team or when a new CEO (or other leader) needs to understand her/his leadership team. At times investors also need to review the leadership team needed in a pre- or post-acquisition phase.

A team audit is often a measure to help enhance current performance or understand under-performing teams. It is also an appreciated way for a new leader to understand the team's capabilities and potential.

Our audits can be adapted and scaled to suit various team constellations at levels of middle management, to top executive and also at board level.

#### Typical outputs of an audit include:

- In-depth assessment of each team member covering motivation, personality and leadership, analytical capacity and stress style.
- Functional assessment covering the individuals' current skills-set and compare it to the role requirements.
- Team effectiveness assessment, covering fundamentals such as team dynamics, strategic alignment, meeting culture, decision climate and adherence to decisions.

**Assessment and second opinion** - Before deciding on a critical appointment, Alumni can provide objective insight and advice through a range of services and solutions, adapted to your specific needs. Our typical assessment assignments can be part of an executive search process or stand-alone projects, so called second opinions. We conduct both functional and personality assessments and evaluate cultural as well as motivational fit.

#### Every assessment process focuses on:

- Providing actionable advice with a follow-through supporting the success of both the individual and the organisation.

### Track record

We have successfully worked across many industry sectors each with their own specific needs and cultures. Our processes are tailor-made and adapted to suit the unique requirements in each assignment.

### Contact us

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