



Build

BUILD

Build the organisation that meets your business needs. The people, the culture, the structure. TPS can help you put the right people, in the right place, doing the right things.

GROW

Grow your people, your capability, your potential to meet the needs of your customers. TPS can help you to release the talent in your organisation and allow it to grow and prosper.

FOCUS

Focus on those areas of your business that make the difference. Focus on performance. Focus on strengths. TPS can help your people to focus on what makes your organisation succeed.

For more information about any of our products and services, please contact us on:

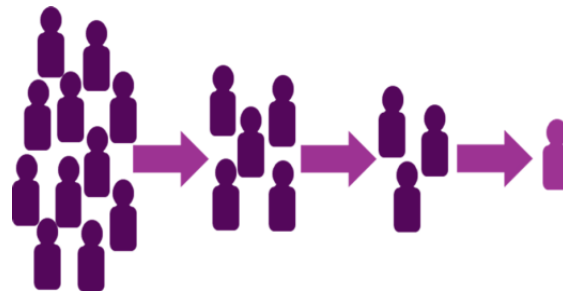
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DevelopMe@tpsdevelop.com

www.TPSDevelop.com

Assessment & Development Centres

Select and develop the right people with the most valid assessment processes available.



TPS Assessment & Development Centres

TPS design and deliver assessment and development centres for:-

- Graduate recruitment
- Management selection at all levels
- Talent identification and development

TPS has particular experience in providing:

- International and Cross-Cultural Development Centres
- Assessment & Development centres for those involved in:
 - Manufacturing
 - Supply Chain
 - Quality
 - Engineering
 - Sales
 - Banking
- Global Talent Development Centres

TPS sells a range of assessment centre exercises which trained assessors can use in their own programmes. More details about these exercises can be found in our catalogue or on our website.

TPS also design bespoke exercises for your own recruitment programmes.

What is an Assessment Centre?

An assessment centre is a comprehensive assessment programme involving a range of job-related exercises, ability tests and personality questionnaires which provide a full picture of a person's capabilities and characteristics.

A number of people can be assessed simultaneously which makes Assessment Centres ideal for larger recruitment programmes.

What is a Development Centre?

A development centre uses an assessment centre approach to assess the strengths and development needs of key staff.

Attendees can preview senior roles, assess their skills against those roles and take away a detailed development plan.

Why should you use Assessment or Development Centres?

Assessment & Development centres are the most valid method of assessment for recruitment, development and promotion.

They are a cost effective method of recruitment as it enables you to assess several candidates at the same time.

They give managers an opportunity to see people as they would act in the job role thereby building high levels of confidence in the recruitment or development process.

How TPS can develop your organisation

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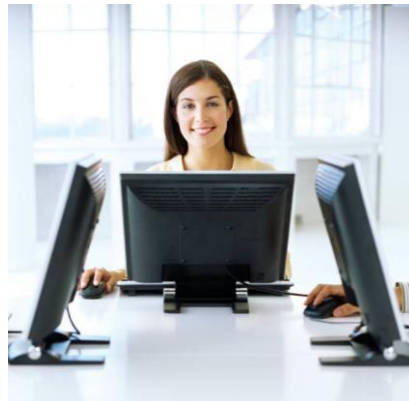
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TPS provide support to a range of clients across all industry sectors. Our consultants provide a comprehensive range of individual and organisational assessment and development solutions. We are UK based but we work across the world wherever our clients have people requirements which need addressing.

While we have a full portfolio of high quality programmes available for immediate use, our philosophy is always to match our solutions to the needs of our clients. Our client engagement process is second to none and each client project is carefully managed by the most suitable consultant with the right qualifications and experience. Our dedicated client liaison partner ensures that satisfaction is guaranteed every step of the way.

Note: All TPS work is provided on a fee-for-service basis. Each project is subject to a separate quotation and all consultancy, material and associated fees are made clear at the start of every project. Where venues or equipment is used, TPS will normally expect clients to provide such unless explicitly agreed beforehand.

People Requirements

- Upscaling the performance of an individual, a team or the entire organisation.
- Getting the right people into the right jobs – efficiently and cost effectively.
- Helping an organisation to define and implement change in order to better meet its strategic objectives.
- Building relationships internally and externally within and between teams and with customers.
- Assessing the “state of health” of the organisation.

SERVICES AVAILABLE

Build

- Assessment
- Teams
- Organisation Design

Grow

- Leadership Development
- Assessment for Development
- Functional Team Development
- Training Programmes

Focus

- Coaching Services
- Research Services
- Talent
- Business Alignment
- Performance Management

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