



etisalat academy
**Talent &
Leadership
Centre**



KNOW YOUR PEOPLE
Assessment Solutions



أكاديمية اتصالات
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Etisalat Academy is the largest single-source provider of training and development solutions in the Middle East. For 30 years we have been providing consultancy and human capital development services to telecoms, government agencies, oil & gas companies, financial institutions and organizations across all industries and business sectors. Our solutions range from training and development programs in business, technology and leadership, to consultancy services in the areas of recruitment, team building, performance management, assessment centers and career development. Based in the United Arab Emirates and operating a 1,200,000 square feet training facility in Dubai, our partner network spans five continents and delivers world class training solutions to customers in many countries.



Training & Development



Seminars & Events



Corporate Facilities



Accommodation on Campus



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ETISALAT ACADEMY CENTRES OF EXCELLENCE



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Psychometric Assessment Packages

Our in-depth assessments can help organizations identify key skills and competencies required for particular roles to match the right people to the right job. These scientifically tested and validated tools provide unparalleled insight about the suitability of potential employees and talent management. They are clear, available in different languages, concise, and easy to understand.

Psychometric assessments can be used to:

1. Help recruit the best candidates for a particular position
2. Discover the weaknesses and strengths of the employee as a part of their developmental and learning process

Integration & Reporting of Assessment Data

The results of the comprehensive assessment process will be integrated and presented in a detailed, yet practical and actionable report format, including management information to inform the TNA process. Integral to the tools are development guidance options and specific actions steps, creating an individualized, relevant and impactful personal development plan. The feedback reports will be aligned to the individual's role in the organization, from a developmental perspective, allowing for the development of individual capabilities.

Individual Feedback of Results

It is important for the individual and organization to receive maximum benefit from these assessments. This can be achieved, as a final step, through one of our consultants arranging a comprehensive feedback session with the participant. The findings can be integrated into the development training program, providing an effective starting point. These sessions are typically one hour and can be conducted face to face or telephonically.

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3. Objectively determine certain relevant traits of the employee such as personality, intelligence, and attitude which might be needed for any of the company's competencies.

To make this task easier for you, we have created customized assessment packages that include the most suitable tests for 5 different behavioral competencies. They are Leadership, Emotional Intelligence, Change Management, Team Work and Motivation.

Overview



Emotional Intelligence
• Emotional Intelligence Assessment (EI)
• Competency Based Interview (CBI)



Leadership
• Occupational Personality Questionnaire (OPQ32)
• Leadership Practices Inventory (LPI)
• Simulation Exercises (SimEx)



Change Management
• Emotional Intelligence Assessment (EQ)
• Hogan Personality Inventory (HPI)
• Hogan Development Survey (HDS)

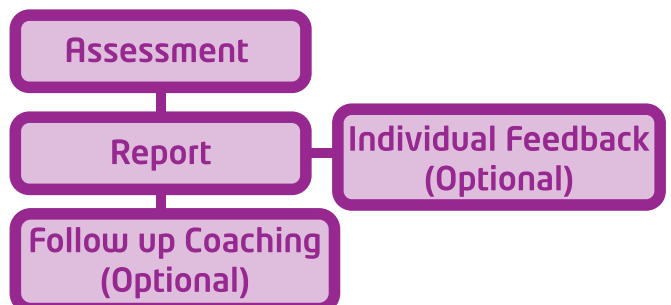


Team Work
• Values & Motives Inventory
• 5 Factor Questionnaire (15FQ+)
• Jung Type Indicator (JTI)



Motivation
• Motives, Values, Preferences Inventory (MVPI)
• Work Attitude Inventory (WAI)

Assessment Route Options



Emotional Intelligence (EI)

“In a very real sense we have two minds, one that thinks and one that feels”

~Daniel Goleman~

Emotional Intelligence: Why It Can Matter More Than IQ

Emotional intelligence (EI) is the ability to identify, assess, and control the emotions of oneself, of others, and of groups. This includes the following:

Psytech Emotional Intelligence Assessment (EI)

Emotional intelligence (EI or EQ) has been identified as a crucial dimension, impacting social and emotional functioning in the workplace. The Bar-on Emotional Quotient Inventory is reported to be the first scientifically developed and validated measure of Emotional Intelligence.

Competency Based Interview (CBI)

These are systematic interviews, based on the idea that real world examples and answers about specific situations give us greater insight about the candidate. Prior to interview the candidate is assessed for the skills/competencies and characteristics that relate to job success. Interview questions are then developed to probe into these areas. Each question is designed to test one or more specific skills. The answer is then matched against pre-decided criteria and assessed accordingly. The interviewer looks for specific examples of when and how the candidate demonstrated particular behaviors. The process is objective and standardized with an aim to remain fair and consistent. All candidates are asked the same questions and notes are taken in order to evaluate candidates.

Training Course:
Emotional Intelligence

Course Duration:
3 Days

Course Provider:
Etisalat Academy

Leadership

“The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.”

~John Maxwell~

Occupational Personality Questionnaire (OPQ)

The Occupational Personality Questionnaire (OPQ) gives organizations an understanding of how aspects of an individual’s behavioral style will affect his or her performance at work

Simulation Exercise (SimEx)

These are practical exercises set in a variety of business contexts and at all levels, ranging from administrative to executive. These exercises reflect the variety of situations that people generally find themselves in at work; such as working individually (analyzing information, dealing with paperwork), one-to-one (interacting with colleagues, subordinates or customers) or in larger groups (working with others in a team).

Leadership Practices Inventory (LPI 360)

The Leadership Practices Inventory is a questionnaire that contains 30 behavioral statements—six for each of The Five Practices of Exemplary Leadership®—and takes 10 to 20 minutes to complete. Leaders and individuals complete the LPI Self, rating themselves on the frequency with which they believe they engage in each of the 30 behaviors. Five to ten other people—typically selected by the leaders—complete the LPI Observer, indicating the frequency with which they think the leader engages in each behavior.

Training Course:
Leadership

Course Duration:
5 Days

Course Provider:
Etisalat Academy

Change Management

“One key to successful leadership is continuous personal change. Personal change is a reflection of our inner growth and empowerment.”

~Robert E. Quinn~

Psytech Emotional Intelligence Assessment (EI)

Emotional intelligence (EI or EQ) has been identified as a crucial dimension, impacting social and emotional functioning in the workplace.

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Hogan Personality Inventory (HPI)

The Hogan Personality Inventory (HPI) is a measure of normal personality and is an ideal tool to help you strengthen your employee selection, leadership development, succession planning, change management and talent management processes.

Hogan Development Survey (HDS)

The Hogan Development Survey (HDS) identifies personality-based performance risks and derailers of interpersonal behavior. These derailers affect an individual's leadership style and actions. If these behavior patterns are recognized, however, they can be compensated by development and coaching.

Training Course:
Change Management

Course Duration:
2 Days

Course Provider:
Etisalat Academy

Team Work

**Coming together is a beginning. Keeping together is progress.
Working together is success.”**

~Henry Ford~

Values and Motives Inventory (VMI)

Understanding a person's energies and drives helps identify where they are likely to gain most satisfaction and make the biggest contribution at work.

VMI is a normative self-report questionnaire which profiles a person's motivations to determine the amount of energy and effort they are likely to expend in different activities.

15 Factor Questionnaire (15FQ+)

Based on an extensively researched model, the 15FQ+ provides an in-depth assessment of the full sphere of human personality and how people typically think, feel and interact in ways that may be productive or counter-productive for your organization.

Jung Type Indicator (JTI)

An alternative to the Myers-Briggs Type Indicator[®], the JTI assesses personality within Jung's framework of Psychological Type. In addition to identifying a person's preferred Type the JTI identifies dimensions of preference: Extraversion vs. Introversion (EI), Thinking vs. Feeling (TF) and Sensing vs. Intuiting (SN). The fourth dimension, Judging vs. Perceiving (JP), identifies a person's dominant preference towards the world as either a judging attitude (T or F) or a perceiving attitude (S or N).

Training Course:
Team Work

Course Duration:
3 Days

Course Provider:
Etisalat Academy

Motivation

“Motivation is what gets you started. Habit is what keeps you going”

~Jim Rohn~

Motives, Values, Preferences Inventory (MVPI)

The Hogan Motives, Values, Preferences Inventory (MVPI) is a personality inventory that reveals a person's core values, goals and interests. Results indicate which type of position, job and environment will be most motivating for the employee and when he/she will feel the most satisfied.

Organizations can use this information to ensure that a new hire's values are consistent with those of the organization. The MVPI can also help diagnose areas of compatibility and conflict among team members.

Work Attitude Inventory (WAI)

The WAI is a measure of an individual's personal integrity and ethics in a work context. It uses an innovative format to minimize response bias. It is designed to help reduce counter productive work behaviors that can result in shrinkage, etc.

Training Course:
Motivation

Course Duration:
3 Days

Course Provider:
Etisalat Academy