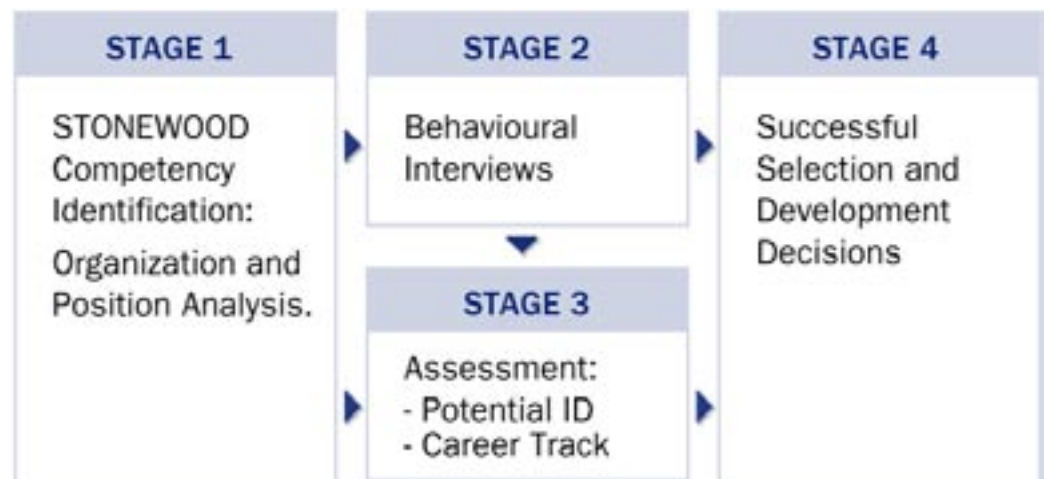


StoneWood Candidate Assessment Services

Bringing Science to the Art of Leader Selection and Development

The StoneWood team draws on years of accumulated experience in selecting the right people and developing the talents of existing leaders. Our success lies in understanding your organization's unique needs and tying these to our selection process. Using the model below, we can identify the candidates with the right mix of skills, abilities, personality and motivation to ensure success in your evolving organization. The StoneWood model, which is based on our competency framework, allows us to take the guesswork out of selection and development decisions to offer you highly reliable and well-informed recommendations.

StoneWood's Model for Candidate Selection and Leader Development



Stage 1: Organization and Position Analysis – Who are you looking for?

The quality of any selection recommendation depends on how well the candidate fits with your organization's needs. That's why the first stage in StoneWood's model is to conduct a detailed analysis of your organization's culture, growth plans and context of the requirement. As important, the analysis also identifies the key competencies that candidates must demonstrate in order to be successful in your organization.

Stage 2: Behavioural Interviews – Looking at the Past to Predict the Future

Stonewood’s trained associates conduct in-depth behavioural interviews with potential candidates that are tied to your organization’s needs and the position’s key competencies.

Using a set of standardized interview questions designed to elicit past evidence of skills, abilities, personality and motivation, StoneWood associates rate candidates across five broad competency areas and specific competencies identified in Stage 1:

Key Competency Areas	Sample Competencies
Managerial	<ul style="list-style-type: none"> • People Management • Planning and Objective Setting
Personal Effectiveness	<ul style="list-style-type: none"> • Adaptability • Initiative
Business Focus	<ul style="list-style-type: none"> • Commercial Acumen • Industry and Market Awareness
Thinking	<ul style="list-style-type: none"> • Strategic Approach • Problem Solving
Self-Management	<ul style="list-style-type: none"> • Drive • Role Expertise

Candidate responses are scored and results are tallied to provide an objective assessment of candidate suitability for the position.

Stage 3: Enhancing Selection Decisions – Potential ID

The StoneWood Potential ID assessment system complements our competency identification and behavioural interviewing protocols designed to capture, integrate and evaluate evidence to make well-informed selection choices. Potential ID is a complete assessment package designed to triangulate on a candidate’s degree of fit with your organization. Along with the competency based behavioural interview, candidates are assessed with a battery of ability, personality and motivation tests that offer sound evidence to help us make the best possible selection recommendations. Highly trained and qualified StoneWood associates administer, score and deliver feedback to the candidate and your organization. Candidates receive a feedback report which highlights key strengths, developmental areas and offers the candidate recommendations for future success. Your organization receives the same feedback report along with our selection recommendation.

Stage 3: Developing Existing Talent – CareerTrack

One of the key competencies that predict a leader's success is the ability to step back and evaluate his or her own personal strengths and limitations. StoneWood's CareerTrack assessment system is designed to help senior executives reflect on their success and identify areas of potential growth. Leaders meet one-on-one with senior StoneWood professionals to assess their career trajectory and identify how they can accomplish future career goals. Leaders also take part in an assessment protocol designed to tap into their areas of strength and to identify developmental areas. Based on this information, leaders will receive a detailed and confidential feedback report that not only highlights their strengths and developmental areas, but also outlines concrete developmental activities designed to enhance future success.

Stage 4: Making Successful Selection and Development Decisions

The StoneWood model takes the guess work out of important selection and development decisions. StoneWood professionals rely on the mix of our experience and scientifically validated techniques to capture the most reliable information possible and to offer the best recommendations that ensure our clients' success. Whether your organization is a new venture, in transition, or is an established entity, Stonewood's selection and development protocols will help you select the right people and help your existing leaders develop and harness their talents and potential.