

Executive *Development* Service



SITUATION

Astra Zeneca asked if we could provide a very objective assessment and development report for two of their high potential Senior Executives. They

needed a truly objective assessment, which assessed and reported capability against Executive Management and Leadership capability. They were seeking a highly tailored approach, in order to assess their Senior Executives against a specific role outline. This would enable the identification of key strengths, motivators and areas for development.

OUR CONTRIBUTION

We delivered our Executive Development Service (EDS), this programme is aimed at Senior Executives and Middle Managers and is excellent for assessment and focused objective planning. Its intention is to provide the individual with a clear assessment of capability and strengths, thereby enhancing overall performance.



PROGRAMME DELIVERY

The EDS programme takes Oakridge's expertise in coaching and adds to it front end objectivity through psychometric exercises.

We worked with two high potential Senior Executives at critical career points - both were considering career options, and the client organisation was unsure of how best to deploy both Executives.

We produced clear reports on key strengths, abilities, potential and areas for development (and areas not recommended, or in need to have support from others). This was fed back to the executives concerned and coaching was provided to support their development needs.

RESULTS

A powerful, personal and discreet process delivered by a chartered occupational psychologist that enables executives to understand themselves and then plan their career development on the basis of objective, reliable information. The programme was highly informative for the client organisation and highly motivating for both Executives. They achieved higher levels of confidence and performance as both have managed their development and have been successfully promoted in new "highly suited" roles and are high performing in these new roles. EDS is now being widely used to help the development of other Senior Executives

WHAT THE CLIENT SAID

"I have used Oakridge since the early days when their programme was first established. Consistent feedback from delegates has confirmed my own view of a professional outfit.... I have no hesitation in recommending their services".

HR Manager, AstraZeneca plc

achieving more together