

## *Day-in-the-Life Simulation Assessment*

### **Purpose**

- To provide organizations with a leadership selection and development tool that has predictive validity, statistical reliability and penetrating accuracy.
- To provide a high quality approach to executive *Day-in-the-Life Simulation Assessment* (DLSA) in order to increase hiring effectiveness and development efficiency.

### *Day-in-the-Life Simulation Assessment*

### **Overview of DLSA**

In most executive selection processes, assessment is typically limited to the candidates experience, behavioral interviews, personality inventories and background/reference checks. The *Day-in-the-Life Simulation Assessment* (DLSA), which is at the core of *Tim Weitzel & Associates'* approach to Executive Selection, can significantly augment these traditional methods that have a limited effectiveness. Simulations are now widely recognized as the most predictive, statistically reliable and accurate form of executive assessment available. It provides selection committees with the most powerful information about a candidate's capability to perform a number of key executive functions including:

- Identifying and executing on specific organizational imperatives:
  - Driving change
  - Building talent readiness
  - Setting strategy
  - Growing the business
  - Integrating a new organization
  - Launching a new product or service
- Coaching, mentoring and developing future leaders
- Influencing board members and other stakeholders/partners
- Addressing and resolving complex operational challenges
- Managing customer satisfaction
- And more (depending on the client's desired measurement data).

### **Impact and Organizational Benefits**

*Day-in-the-Life Simulation Assessment* is proven to help organizations:

- Reduce risk in critical and difficult hiring and promotion decisions by quantifying individual readiness for specific role challenges.
- Take stock of the available supply of leadership talent when making critical organizational decisions.
- Gauge and test assumptions about the organization's viability to execute new strategies.
- Ensures that candidates with the right skills, cultural fit, motivational fit and self-knowledge will be leading your organization.

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### *How Day-in-the-Life Simulation Assessment works*

Participants engage a fictitious organization as the newly hired leader. The fictitious organization has a full set of financials, a company history, a fully developed market/industry context including competitors, and a press/PR history. The assessment process has the following characteristics

#### Tailored Job Focus

- The candidate “takes on” a specific organizational role. Depending on the position for which he/she is being assessed, he/she will function as a Vice President, President, or CEO.

#### Flexibility

- Delivery is designed to be flexible. It is web-enabled and can be globally available. Therefore, candidates can participate remotely or at an assessment center in Northern California.

#### Expert Assessors

- Participants interact with highly trained and experienced assessors in meetings that simulate the key situations described above such as: coaching, influence, customer management, partnering, strategic planning and more.
- Sessions are either voice recorded or videotaped for later in-depth analysis.

#### Stress Testing

- Throughout the day participants receive emails that challenge them with pressing and complex operational and strategic decisions.

#### Behavioral Interviews

- An in-depth behavioral interview is included to test experience relative to *DLSA* performance.

#### Integrated Data Analysis

- The candidate’s performance is then scored against a pre-determined leadership model, and their assessment center profile is integrated with information from other tools such as 360 data, behavioral interviewing, personality inventories, etc.

#### Comparison to High Performance Profile

- A profile is created and compared to the ideal profile of the targeted position or it is used to guide the development of the high potential candidate.

#### Debriefing

Each candidate is provided with a full debrief at completion of the Assessment

The distinguishing characteristic of *Day-in-the-Life Simulation Assessment* is that real-time data regarding critical competencies is generated and added to already available data to improve hiring and promotion accuracy.