



Case Study

Identifying high potential top leaders

“Kate has been a trusted adviser and consultant to NBAD in talent management and psychometric assessments and development centres – often mobilising teams at short notice, delivering great solutions to stretching deadlines and working in the most challenging environments. I’m very happy to recommend Kate. She’s a true expert in her field and is great to work with.”

Moira McEwen, Head of Talent - NBAD

Following the appointment of a new chief executive, NBAD, a major bank in the UAE wanted to create a top fifty future leaders talent pool to inform succession planning and investment in senior talent development.

As business psychologists with a long-standing relationship with the organisation, KO Consulting were invited to advise on how a range of psychometrics could contribute to the process of objectively identifying high potential talent. With extensive experience of working with international leaders, the Bank knew that we would understand the challenges and be credible with this diverse and demanding senior audience.

We worked closely with the Head of Talent to design the process, balancing the need for robust data, clear reporting and a process that would work practically across the region.

The process involved each leader completing a suite of on-line psychometrics designed to measure high-level critical reasoning aptitudes and relevant leadership personality traits. An experienced psychologist then met with each leader one-to-one to review their results. This involved an in-depth exploration of their background, current role, psychometric profiles and career aspirations. This enabled us to create a detailed report for each candidate and their line manager, detailing their strengths, development areas, risks and likely potential for top leadership. This formed the basis of a personal development plan for each individual, with many of the leaders commenting on how much they had personally gained from the process.

We also provided a talent dashboard, with an overview of the results for all candidates, for the HR Director and Head of Talent to inform overall decision making around the talent pool with the CEO.