

Presentation of Opus®

Paul Groeninckx

Opus[®] Potential is...

- ✓ Talent that is not 100% used or
- ✓ Unused talent, available for the future

Opus[®] Potential assessment allows us to...

- ✓ **Understand and measure the fundamental qualities of potential.**
- ✓ **Determine the size and shape of individual potential (level of abilities).**
- ✓ **Determine the career development to provide maximum opportunity for growth and contribution to added value.**
- ✓ **To manage the development process towards maximum competence level.**

Opus[®] analyses and evaluates...

Potential

Analytical Thinking

Creative Thinking

Judgement

Task-Orientation

Flexibility

People-Orientation

Competence

Planning Projects

Innovation

Decision Making

Achieving Goals

Flexibility

Interaction

It's for example

Planning Work / Managing Project/ Improving Efficiency

Adapting processes/Changing systems / Considering & implementing changes

Fixing priorities/Evaluating risks/finding synergies

Daring take actions/Taking on responsibilities/Facing problems & overcoming difficulties

Managing workload & priorities/ Intervening in others conflicts/ Managing pressure & stress

Collecting information by asking & listening / establishing a confident climate/keeping others informed

Opus[®]

Thinking

Acting/Feeling

Opus[®] The flow of an interview

Thinking

Case Study

- Structures of thinking (→ how one thinks)
 - Increasing complexity by means of questioning
-

Acting/Feeling

Role-play

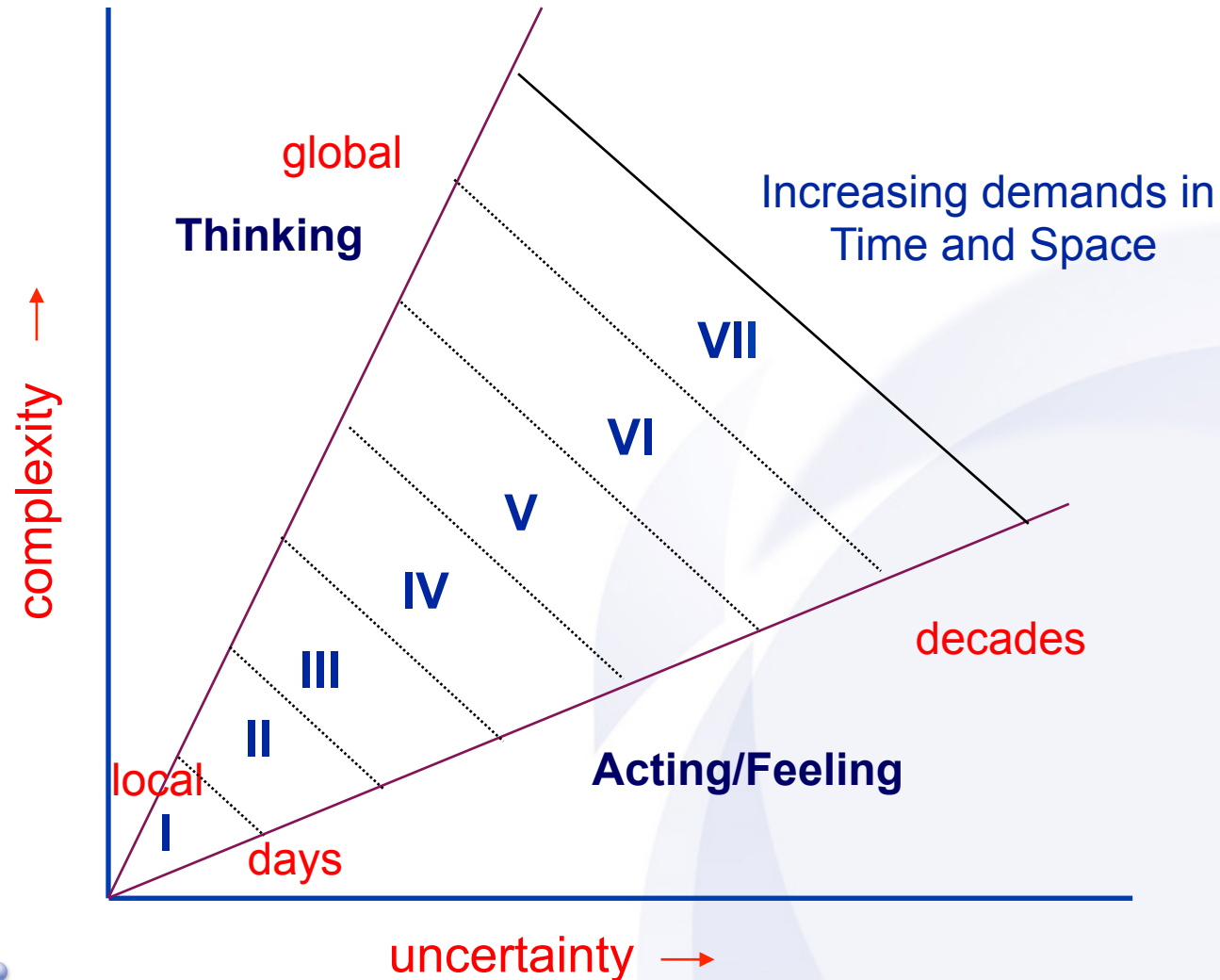
- Structures of acting (→ how one acts in an escalating situation)
 - Increasing in complexity through episodes
-

Competence

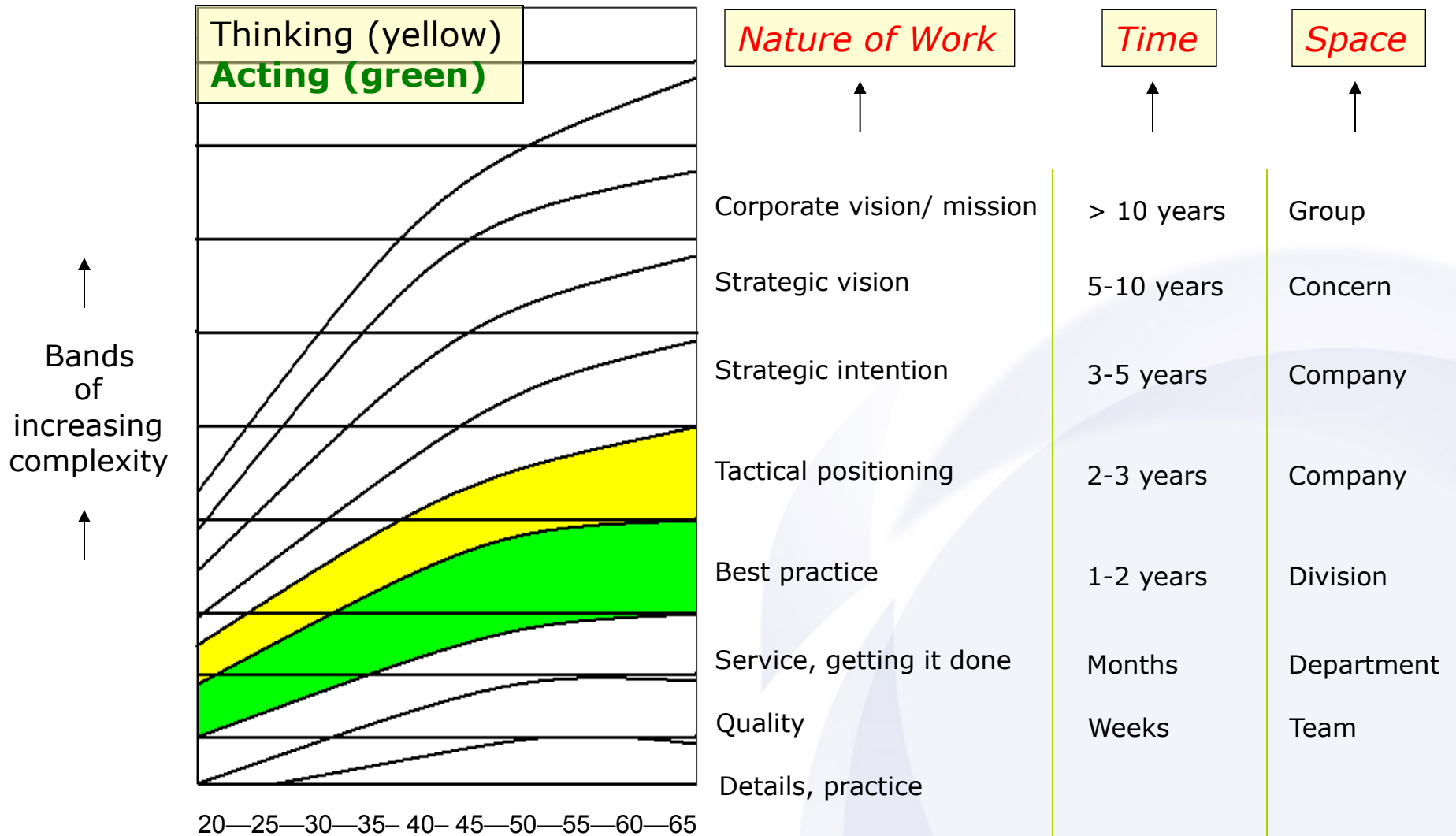
Criteria based interview

- Exploration of experiences by means of an interview

Opus® Levels of work challenge



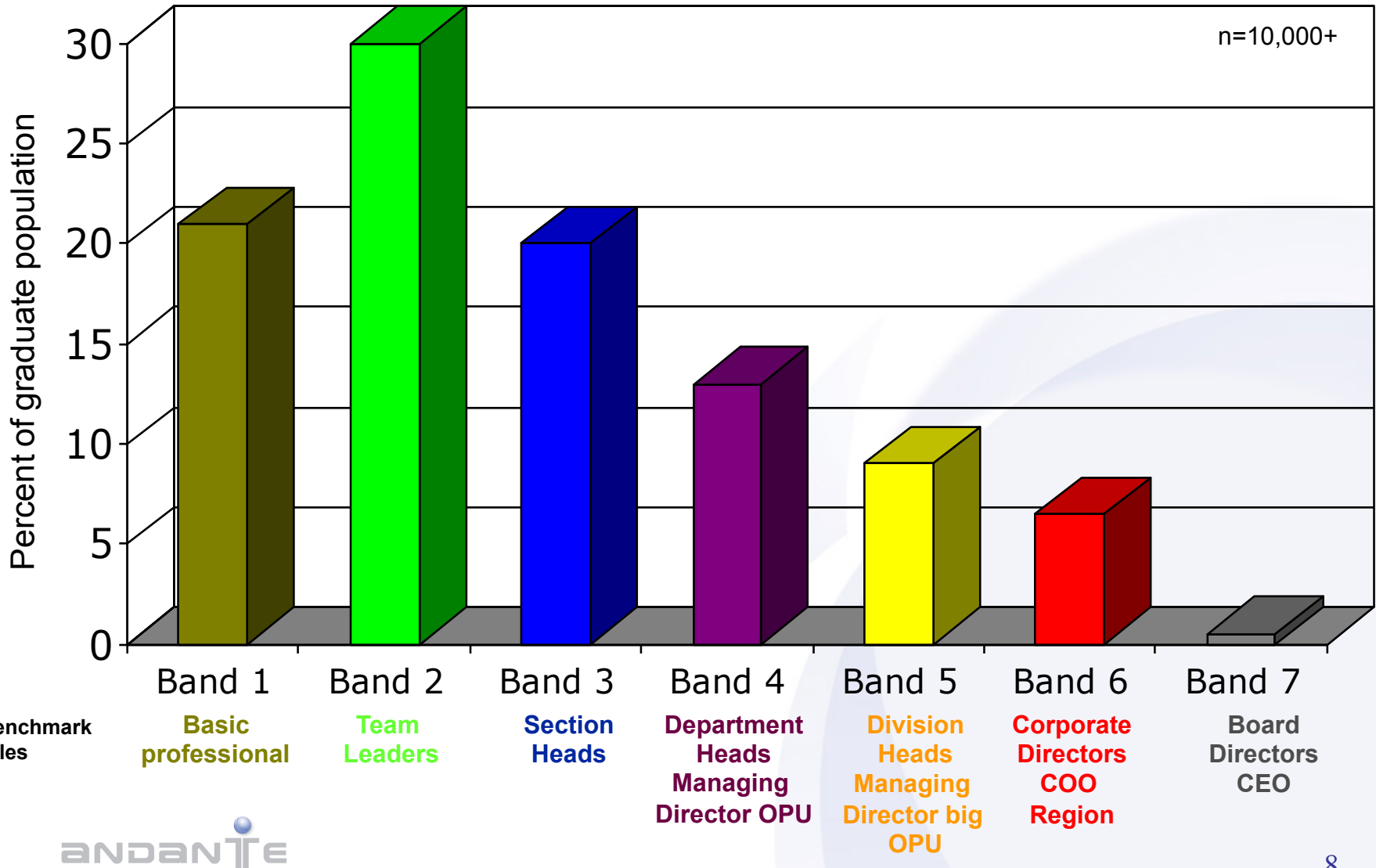
Opus[®] Bands of Growth



20—25—30—35—40—45—50—55—60—65

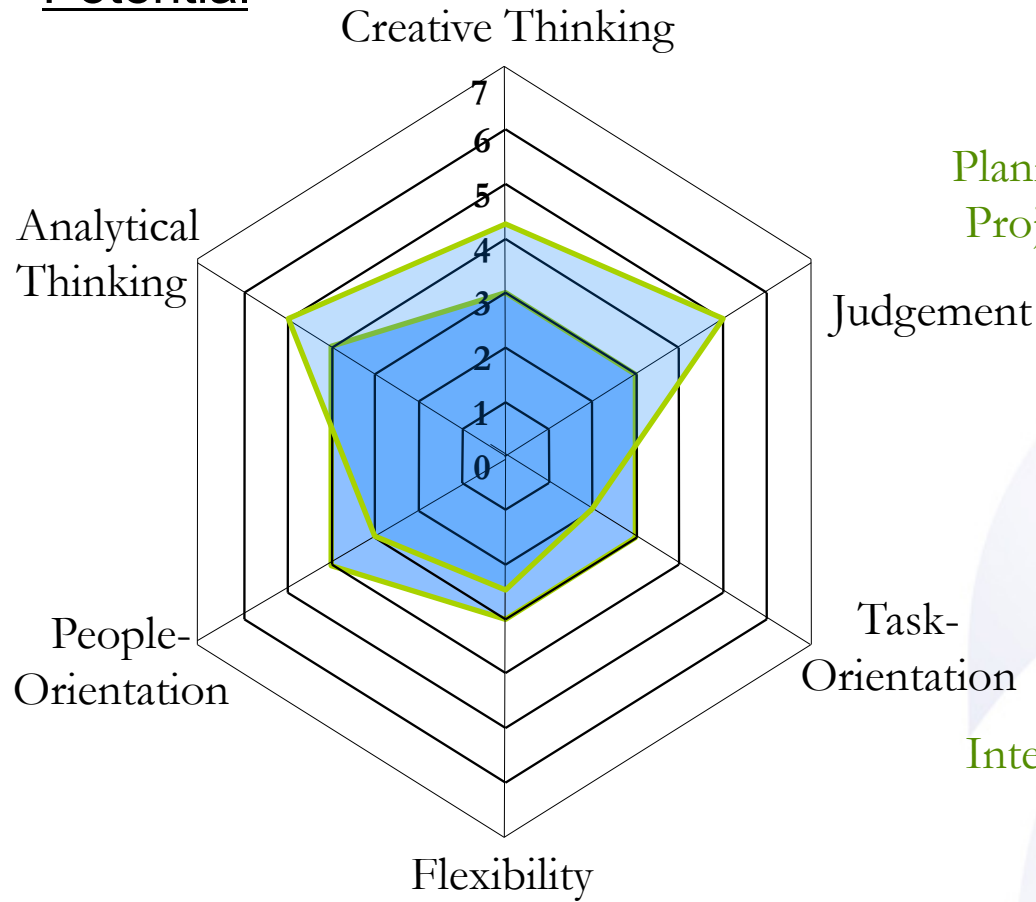
Your age = 44

Opus[®] Distribution of potential



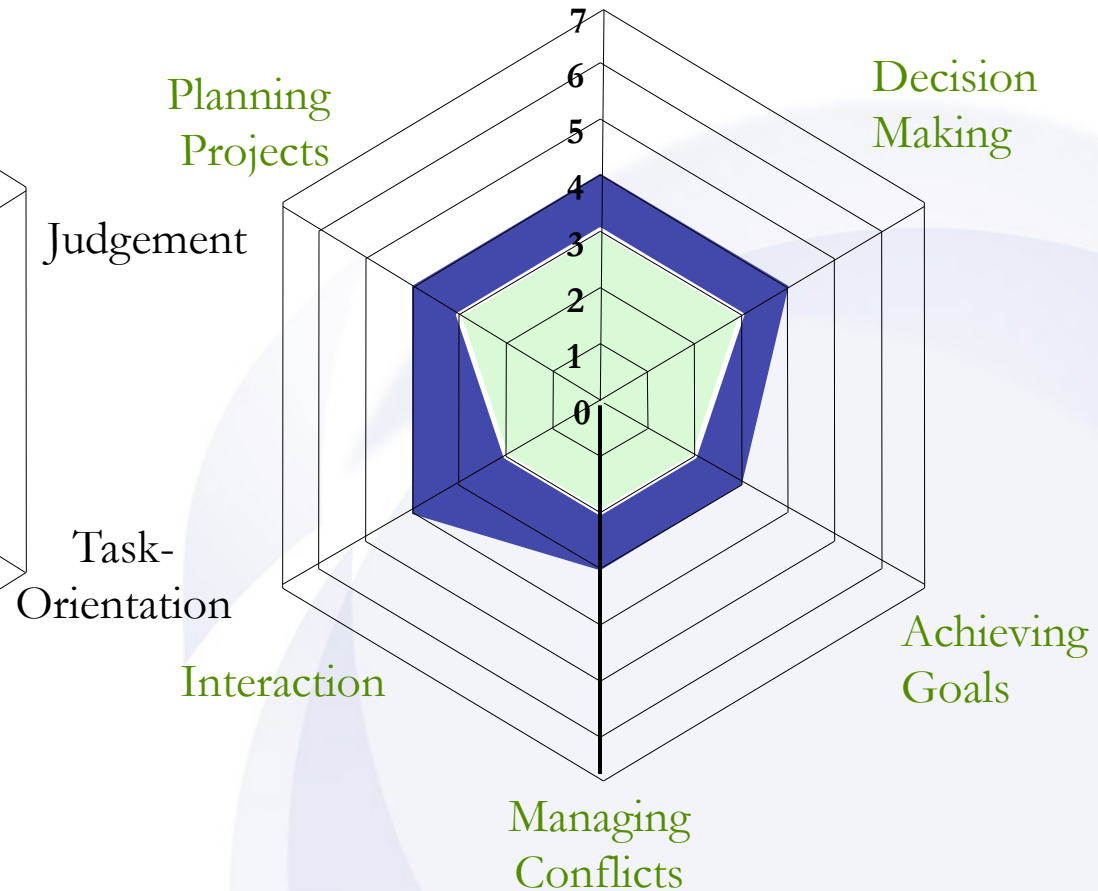
Person-Role-Fit (example)

Potential

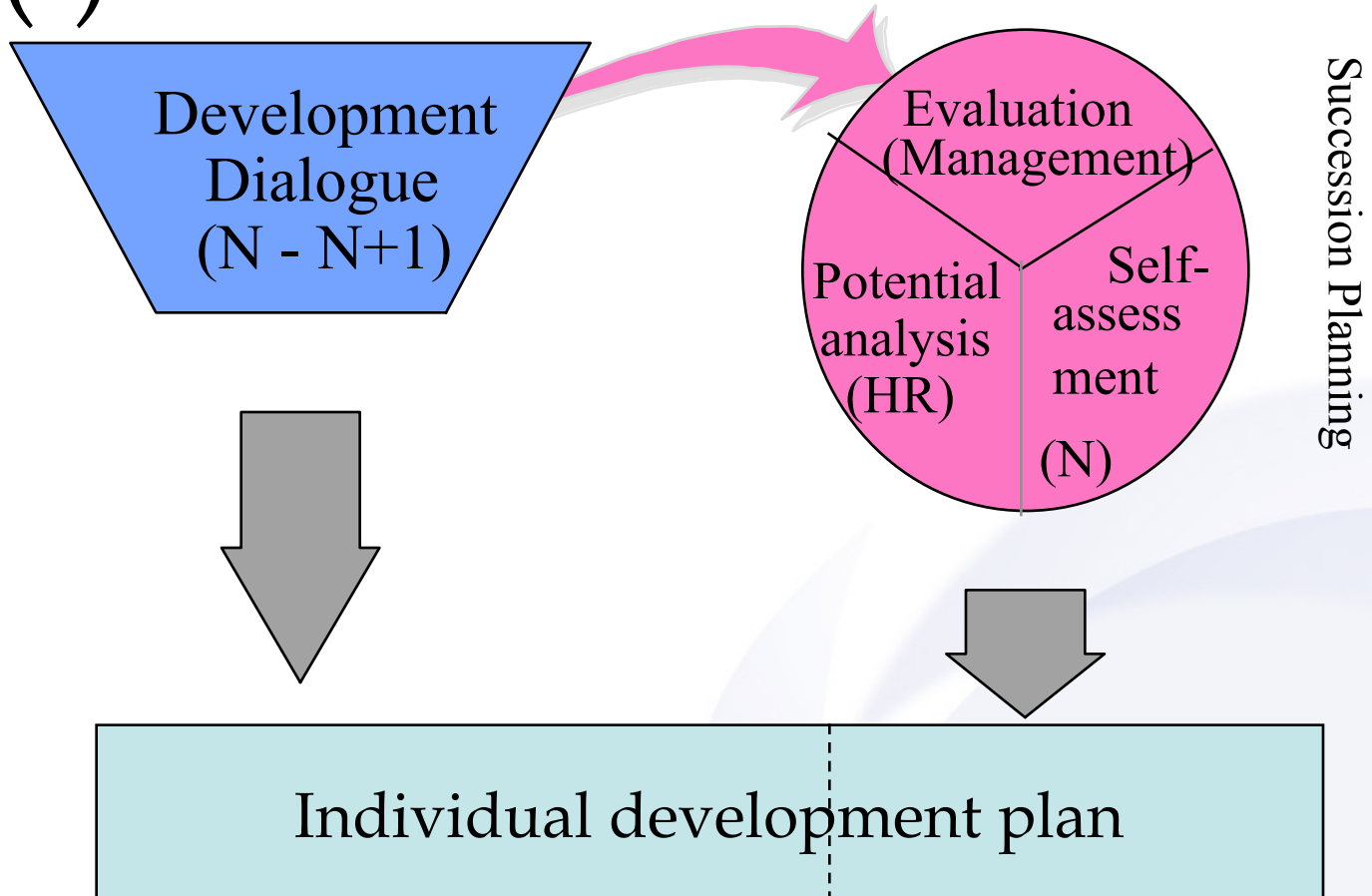


Managing Change

Competence



(I)SP Potential evaluation



Tools : ISP evaluation tool, Potential assessment, Strategic management review

Responsibles : line manager (N, N+1, Top), HR (UOP & SBU)

Value for the Organisation and the Employee

Value for Organisation

- Systematic and objective profiling
- Helps in the decision making process for long and medium term role fulfilment
- Basis for consistent career planning as well as succession planning
- Increase of efficiency by optimal use of performers
- Medium term planning for development of managers and executives

Value for Employee

- Individual profile of strengths and weaknesses
- Insight in areas of development
- Basis for individual development plan
- Increase of motivation and identification with the organisation
- Development possibilities through structured career planning



Your partner in change management

More info? www.Andantemanagement.com

