



hireINSIGHTgroup

## Career Development Program

### Participant Overview

#### What is the Career Development Program?

Hire Insight's Career Development Program was designed for leaders and professionals who have an interest in accelerating their career and professional development. Those who are accepted into the program receive assessments of their competency and potential, development planning to help sharpen strengths and overcome weaknesses, and guidance on pursuing opportunities that best align with their interests, goals, and talents.

#### What are the benefits of taking part?

As a firm that works with high potential employees on a regular basis, we understand how interested you are in exploring your capabilities, capitalizing on your talents, and overcoming any obstacles that may stand in the way of your future success.

This program provides you the opportunity to meet each of these needs through the following services:

- Assessment of competencies critical to success in your field, including 360° feedback, conducted by psychometric experts.
- Development planning, recommended resources, and follow-up to help you sharpen strengths and manage limitations.
- Guidance on pursuing opportunities that best align with your interests, goals, and talents. Our preference is to help facilitate success within your current organization, but we can also help source other opportunities if you wish.

#### How do I become a member of this group?

Applications for the program can be submitted online. Please note that we are currently accepting applications for those in the Human Resources career stream, although the program will be expanded in future to include other professions:

[www.hireinsightgroup.com/humanresources.html](http://www.hireinsightgroup.com/humanresources.html)

Once submitted, one of our consultants will review your responses and request that you complete a series of job-related assessment instruments. The assessment covers a range of competencies that are critical to success in your field and allows us to compare your performance to peers who work in a similar position. We will then provide you with feedback, write a customized assessment report, and work with you to identify potential talents and areas for development.

**Tell me more about the program.**

Although each of our consultants has considerable experience in talent management, this program is a unique approach to employee assessment and development, providing the same services that we offer to client organizations individually to you as a high-potential professional. The program would be ongoing throughout your career.

The following is an outline of the steps included in the Career Development Program.



**How much does this program cost?**

The fee for participants who intend to take part independent of an employer is \$100/month.

The program is free to participants with a “Sponsor”, who would instead be charged a standard sponsorship fee. A Sponsor is an employer who would like to be more closely involved in your development and career planning (e.g., sharing insights based on your assessment results, attending development planning sessions, and identifying appropriate opportunities for you).

## Why would I want to engage a Sponsor?

In addition to the objective assessment, 360° feedback, and development planning already included in the Career Development Program, those who have a Sponsor receive:

- Additional time with the consultant and Sponsor to discuss your aspirations, engage in development planning, and create a career map. We will also help to integrate your results into your current career plan and performance management process.
- A website/application that that will help you and your Sponsor update and track progress on your development plan. The application would also provide access to an electronic copy of your Assessment and Development Profile, as well as an continually updated list of developmental resources (e.g., books, courses, coaches, on-the-job activities).  
*\*in development*
- A mentorship program that will match you with another participant who works in a position or at a leadership level to which you aspire, and who possesses strengths in areas that you hope to improve.  
*\*in development*

## Who is the Hire Insight Group and Who Should I Contact for More Information?

The Hire Insight Group develops and administers competency-based assessment programs, to provide clients with the objective and comprehensive information they need to make effective talent management decisions. These programs are used to explore individuals' strengths, development needs, interests, values, and career goals – insights that are critical to making the right hiring, promotion, and succession planning decisions.

Our consultants have strong backgrounds in employee assessment and psychometrics, including graduate training in Industrial/Organizational Psychology and years of experience helping clients improve their talent management practices.

For more information on the firm and the Career Development Program, please email us at [info@hireinsightgroup.com](mailto:info@hireinsightgroup.com), call 403-698-5609, or visit [www.hireinsightgroup.com/services.html](http://www.hireinsightgroup.com/services.html).