Have you ever wondered how well you demonstrate Agility at work?

We all know that being Agile is essential if we are to move quickly enough to stay relevant. We also know that for breakthrough performance, we must act in the face of uncertainty, stay fluid until the time is right, anticipate and navigate changes, even remain passionate in failure, maintaining composure through all of it. Yet, this attribute of extraordinary leadership has been difficult to quantify. We work to cultivate Agility, but how do we measure it?

Agile Leader Potential (ALP) is a new breed of assessment that provides feedback on this high-value skillset. By quantifying a leader’s tendencies to be Agile, and providing feedback on skills in four contributing attributes, we at Heidrick help them to celebrate what they already do well, and provide significant data points for constructing a path to capitalize on personal strengths and address challenges.

Best in Industry Product Solution

...that utilizes game-based challenges, behavioral analysis and psychometric rigor. When you combine this with machine learning algorithms and artificial intelligence across millions of data points, we are able to support clients in identifying untapped potential in their organization.

Respondents receive immediate feedback - a brief report with suggestions for enhancing their ability to demonstrate Agility.
The future of assessment:

- Fully Digital experience
- Designed specifically for Leaders
- Aligned to Heidrick’s proprietary META framework - Specifically Agility which measures Potential

Delivered as a means to identify untapped potential within your organization

As one component of a broader Leadership Development offering to specifically assess for potential

As a complement to our existing assessment suite for development or selection

The ALP assessment uses video analysis and cognitive games to discern how Agility is demonstrated through the way in which people think and solve problems.

Through our research, we found that what differentiated leaders was their ability to mobilize, execute and transform with agility - being able to adapt and pivot faster than their competitors.

META framework

- Mobilize... inspire aligned action based on a compelling ambition and purpose and a simple set of strategic priorities
- Execute ... fully harness and streamline resources to consistently deliver excellence in the core business
- Transform... experiment and innovate to create new growth engines and to reinvent existing businesses ahead of the market
- Agility... spot opportunities and threats, adapt and pivot at a faster pace than competitors to create competitive advantage

The ALP tool identifies potential, aligned to our Agility driver, and benchmarks for leadership capabilities and predictors.

Thinking Dexterity
Curiosity
Social Agility
Tenacity

Benefits of Heidrick Consulting’s approach to measuring potential

- Robust validation by industry IO psychologists and data science experts
- Rigorously tested for adverse impact
- Video and game-based challenges built on proven, traditional psychometric & cognitive ability assessments
- Engagement at pace and scale
- Client data insights and predictors of potential