



SAM & PARTNERS
Assessment & Beyond
— PARIS —

ASSESSMENT SOLUTIONS



SAM & PARTNERS, Assessment & Development Center,
Siège social : 4 Place de la Défense 92974 PARIS-La Défense
+33(0)1 58 58 00 00 / +33 (0)1 58 58 00 99Mail : anm@sam-partners.com
[Website:www.sam-partners.com](http://www.sam-partners.com)



SAM & PARTNERS Assessment Center Paris is specialized in Employee Assessment for the Healthcare Industry and provides a wide range of diagnosis and development solutions available in 32 languages.

As former Executive as well in Strategic and Operational positions in pharmaceutical companies, we have a perfect knowledge of Healthcare stakes and deep experience in Assessment process, using psychometric tools scientifically validated.

The partnerships with international and well known organizations help us to be very efficient both in Assessment process implementation and feedback delivery.

As fast on-going learning process and adaptability to change become crucial skills, it is more and more important to identify personality profiles with a high sense of anticipation and ability to drive performance.

In this context, Talent identification is a must to ensure that a company has managers and future leaders it needs for its development.

To meet the increasing demand of Assessment and support from headquarters, SAM & PARTNERS Assessment Center Paris takes advantage through its independence from selection companies to grant unbiased feedback, exclusively focused on the Client interest.

Beyond assessment, we provide coaching and support to managers and leaders in their professional development process.

SOME SITUATIONS WHERE ASSESSMENT IS USEFUL

On-boarding – Mobility - Promotion - Restructuration & Reorganization –Assessment of management effectiveness- Performance improvement –Identification of development and training needs – Succession planning – High Potential sourcing (Hi-po)

Examples :

- Downsize risk and validate selection process (internal/external candidates)
- Develop growth and profitability
- Create and develop team spirit
- Fix Management issues
- Meet skills development needs
- Drive change process inside your organization
- Identify, confirm and Promote High Potential (Hi-Po)
- Diagnose failures
- Reduce uncertainties

As many questions which find an answer through assessment process as a complement to traditional evaluation methods such as annual performance review, self evaluation, interviews and help HR decisions to promote agility management.

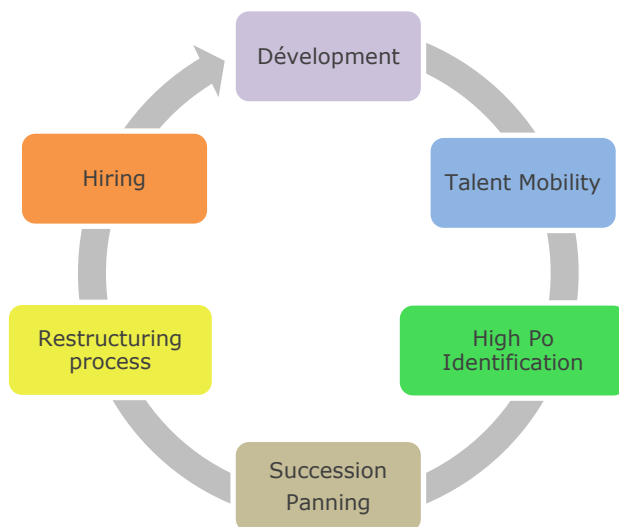
An assessment for external Candidate or Employee is a complete evaluation of personality profile, linked with competencies, motivation, emotional awareness, leadership which helps identify potential fit for the job and is predictive of performance.

WHO CAN BENEFIT FROM AN ASSESSMENT?

Any member of an organization in the Healthcare, in France or abroad, employee, manager, Leader

WHEN ?

An assessment process may be useful all along an employee lifecycle



Every specific situation and main goals need specific evaluation tool.

WHAT DIAGNOSTIC TOOLS ?

On-boarding:

OPQ32, Motivation Q, UCF Competency Report, PXT

Development:

MBTI, PXT, OPQ32, MQ, UCF Competency Report,, CP 360°, Sales Report, Emotional & Social Competency Report, UCF Development Action Planner

Management:

Team Types & Leadership report, PXT Team Report, Sales Report, EI Report, Team Impact

Leadership:

LPI (Leadership Potential Indicator) , OPQ32, Team Types and Leadership Report, Emotional & Social Competency Report, Motivation Questionnaire.

Succession Planning:

LPI (Leadership Potential Indicator), Team Types & Leadership Report, Emotional & Social Competency Report, Motivation Questionnaire, EI Report, UCF Competency Report, EI 360°

Well beyond competencies,, these tools allow to get information about the candidate way of thinking and decision making, behavior and ability to adapt to company profile, Leadership potential and fit for the job, all features which are highly predictive of success in a new professional situation, specially when dealing with management positions.

OUR PROCESS

SAM & PARTNERS Assessment 3 steps		
1 Client Briefing	2 Candidate 1 Day Assessment	3 Feedback to Client
<ul style="list-style-type: none"> ▶ Client Briefing ▶ Candidate On-Line Assessment 	<ul style="list-style-type: none"> ▶ Interview ▶ Professional skills diagnosis ▶ Role Play ▶ Numeric skills Test ▶ Business case interpretation ▶ Real life professional situation experience ▶ Public speech ▶ Candidate profile debriefing ▶ Development suggestions ▶ Report delivery 	<ul style="list-style-type: none"> ▶ Audit delivery within 24 hrs ▶ Client feedback Conference call/Face to face

WHY CHOOSE SAM & PARTNERS ?

- Assessment specialist
- Expertise in Healthcare business
- Wide range of diagnosis tools
- Available in 32 languages
- Assessment platform web 2.0 with dedicated teams
- Assessment sessions and feedback in French or English, France or abroad
- Fast reports and feedback delivery :48 hours
- Core values: unbiased assessment and feedback, quality, professionalism
- Post assessment: individual coaching and development support
- Up to date professional skills and tight links with international liable companies: CEB-SHL, PROFILES USA ,OPP, HAY GROUP, HUMAN CAPITAL INSTITUTE,EI CONSORTIUM,ICF (International coaching federation)
- Complete & specialized services from assessment to development and business outcomes.