



Lobo Management Services is pleased to announce the formation of a GCC-wide partnership with Caliper, one of the world's leaders in psychometrics and HR consulting, founded in 1963 and headquartered in Princeton, USA.

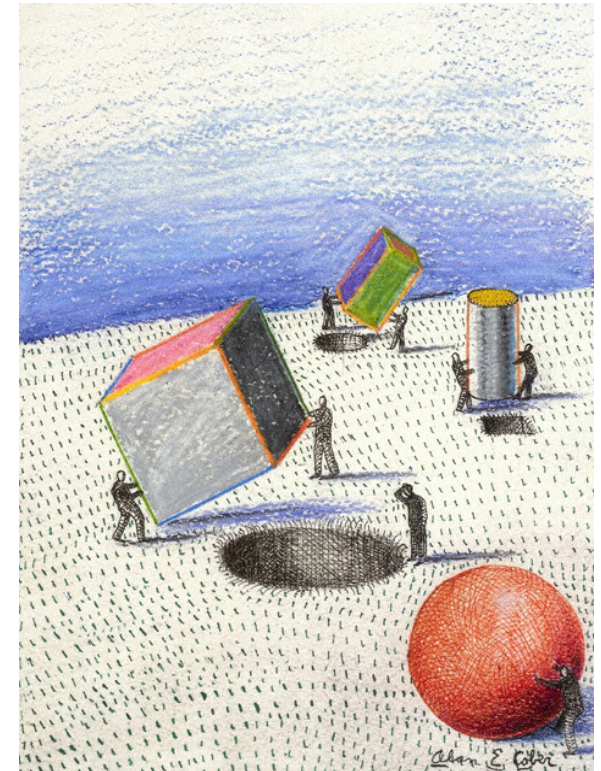
The partnership enables Lobo to further serve its clients by offering the rich information of Caliper's powerful assessments as an additional resource in the recruitment process.

For over 45 years, more than 28 000 businesses, large and small, around the world, have relied on Caliper's in-depth psychometrics and specialist consultants to reduce the risks of recruitment and build better businesses.

Beyond recruitment, the benefits of Caliper's services can be extended into on-boarding, team building, development and succession planning where the knowledge gained through Caliper's assessments can add further value to your HR investments.

By adding Caliper's specialist credentials to Lobo's well-established local experience, we are confident that we have developed the most advanced and flexible development solutions at the best possible value.

To introduce these new services to Lobo's clients, we are also happy to offer a 12-month reduced-price period for the essential Caliper services across the GCC.





Assessment Services

First Step

The Caliper First Step is an entirely automated assessment tool ideally suited to junior-level sales and service positions where larger numbers of candidates need to be assessed prior to the interview stage of selection. A select group of key personality traits is reported, together with a graphical assessment of sales or service potential.

Caliper Recruitment Assessment

The Caliper Recruitment Assessment is the basic written and graphical presentation of the candidate's predicted behaviours in position-relevant competency areas such as leadership, persuasiveness, problem solving, decision making and time management. The report includes an individual written summary specific to the candidate's role and provides an evaluation of the candidate's "match" to the personality requirements of the position.

In addition to the written reports, Caliper also offers a verbal feedback which helps the client distinguish between larger numbers of candidates for a given position. A Verbal Feedback at US\$95 can summarise the reports of up to 8 candidates.

Caliper Mid-Level Recruitment Assessment

The service offers a 15 minute individual verbal feedback, followed by the written and graphical summary report providing a comprehensive presentation of the candidate's personality profile in the context of the given position.

The report assesses predicted behaviours in position-relevant competency areas such as leadership, persuasiveness, problem solving, decision making and time management, with the summary providing an evaluation of the degree of "match" between the individual's personality profile and the requirements of the position.

Caliper Mid-Level Development Assessment

With an entirely developmental focus, usually as part of a company-wide development programme, this service offers an in-depth 30 minute verbal feedback with the candidate, followed up by an individual written and graphical summary report, usually tailored to the specifics of the development programme as defined by the client's HR team.

The report assesses predicted behaviours in position-relevant competency areas such as leadership, persuasiveness, problem solving, decision making and time management, with a summary identifying areas for potential development and coaching advice for further growth.

Caliper Senior Recruitment Assessment

Designed to capture the greater depth and detail required in senior-level recruitments, the service offers a 30 minute individual verbal feedback to the client, followed by an extensive written report providing a in-depth presentation of the candidate's personality profile in the context of the given position.

Assessment Services...continued

The report assesses predicted behaviours in position-relevant competency areas such as leadership, persuasiveness, problem solving, decision making and time management, with the summary providing an evaluation of the degree of “match” between the individual’s personality profile and the requirements of the position.

The Caliper consultant will also guide the client to the key follow-up questions for subsequent interviews, and will advise on the report’s implications for managing the employee and coaching advice for further growth.

Caliper Senior Development Assessment

Developmental feedback is most often provided directly to the employee, focussed on how they can develop their unique talents to succeed in their current and future roles, as well as seeking ways to improve in the areas in which they are least comfortable.

The verbal feedback may also be directed to the candidate’s manager, to assist in coaching the individuals in their team. Depending on the project’s needs, clients may opt for longer feedbacks or follow-up calls to enhance the coaching impact.

.....

GCC - 1302 Dubai World Trade Center - Dubai - UAE tel +9714 3313223 LOBO@LMS.AE

International: USA Canada Mexico Brazil UK France Germany Netherlands Sweden Spain Singapore China Japan Australia

Open the dialogue...

By combining Lobo’s deep and long-standing local HR expertise with Caliper’s world-class research and technology, we’re confident that the present range of Caliper-Lobo services will provide clients across the GCC with a clear advance towards the best possible recruitment decisions and more effective development programs.

We know that the first step in any new approach requires careful thought and the maximum information. In that regard, we invite your enquiries. We’re always available for a call or a meeting to learn about your needs, to explain the science and the advantages of personality assessments, and to determine together how we can best serve the future of your business.

