

Team Talent Assessment helps new executive evaluate bench strength

A newly hired CIO arrived to find her team in place but no assessment of their true bench strength. Other executives offered their input, but she wanted a more thorough and objective evaluation.

Before making any key personnel decisions, she engaged Turknett to conduct a Talent Review with her direct reports. Once she received feedback on each individual – including social and communications style, decision-making ability, cognitive ability, and management and leadership capabilities – she was able to decide if each person was in the right position where they were most likely to succeed. Later she used the same process to evaluate other internal candidates for newly created positions.

The result:

This executive experienced an accelerated integration into the company by knowing her team's strengths and weaknesses. Since then, the department's clout and productivity have improved significantly.



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“Turknett's Talent Review Process (used by XcelleNet with all members of their senior leadership team) is a GREAT PROCESS. It provides an objective, third party assessment, an honest assessment of strengths and weaknesses of individuals and the team. It's not for punitive purposes but rather for improving performance, leadership and effectiveness at all levels.”

“The process allowed things to surface - putting issues on the table that needed to be addressed. For some individuals it opened up perspectives that changed the way they saw themselves and significantly enhanced their value to the company.”

~Joan Herbig, former CEO, XcelleNet