

# ANOTHER IMPACTFUL STORY BY 361 DEGREES



## Glaxosmithkline Development Center

### Need:

An assessment center for a group of 54 Medical Promotions Delegates, focusing on a specified set of competencies to be evaluated and supporting evidence delivery in the form of individual reports and competency maps.

Competencies evaluated;

1. Strategic Planning
2. Business Mathematics and Analytical Skills
3. Business Development Skills
4. Leadership & Team Work
5. Change Management and Decision Making
6. Emotional Intelligence & Resilience

Through the use of reports - identify high-potential incumbents and thereafter focus upon optimizing their current roles and grooming them for career advancement in aligning with company objectives.

### Solution:

Need identification - The core need was identified and isolated utilizing the 361 in-depth need assessment tool.

Solution delivery - Thereafter, participants were subjected to 3 days of activity-based assessments in both individual and group settings. These activities covered multiple performance areas;

- Review 3 performance appraisal reports in ranking them and identifying areas for improvement, followed by spoken feedback on how each of them would approach the improvement process.
- A tailor-made simulation game which focused on their performance in core competencies.
- A real-life scenario-planning case study related to the medical industry.

### Result:

Compilation and delivery of a skill assessment report aligned with the GSK competency map which will directly influence the individual transformation plan.

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