

Senior Management Assessment

Associates with KPMG



Background

Blue Edge was intimately involved with the major restructuring programme taking place within the Department of Health. The results of this restructure have affected many hundreds of senior managers in Department of Health offices around the UK.

Specifically, we were responsible for identifying people suitable for new levels of senior management involved in policy making. It was essential that the process was carried out fairly and transparently and that candidates had a full and complete understanding of the process.

The work was carried out regionally, in Leeds, Nottingham and London utilising twenty consultants.

Blue Edge was asked to objectively assess around fifty senior managers using a range of techniques:

- Behavioural interviewing
- Personality testing and feedback
- Written analysis exercise on a topical subject (congestion charging)
- Role playing two 'real life' scenarios: briefing a Permanent Secretary and dealing with a security issue at an immigration centre
- Report writing.

Blue Edge was also asked to play a prominent role in the feedback of assessment centre results to candidates. This was challenging due to the emotive nature of the restructure and the implications of the assessment centre process for candidates.

However, Blue Edge received excellent feedback from the client on all aspects of our involvement in the project.

Benefits

- Blue Edge used an evidence based approach based on the Department of Health Leadership model to objectively assess and select several dozen senior managers.
- In this way, DoH were guaranteed an exceptional level of accuracy in the selection of leaders for the newly restructured Department.
- As part of the assessment process, Blue Edge was asked to observe the leadership styles managers were utilising. This ensured that the staff selected could work credibly with senior people
- All candidates were provided with balanced feedback and tips for their personal development.