HEALTH  WEALTH  CAREER

MERCER VIRTUAL ASSESSMENT CENTRE

MAKE THE RIGHT SELECTION AND SUCCESSION DECISIONS
EVALUATE READINESS. ACCELERATE DEVELOPMENT.

You want to know whether your leaders are ready for the next level... but bringing everyone together for a traditional leadership assessment centre is just too expensive and time-intensive. Or maybe you want to determine who is the best finalist candidate to fill a critical job opening... but your candidates are not available for a full-day, in-person assessment. We have a better way: The Mercer Virtual Assessment Centre is a rapidly deployable, cost-effective online simulation that objectively measures leadership skills and motivation in a virtual, yet highly realistic, environment. It compresses the “day in the life” approach into a 3-hour experience while maintaining the integrity and validity of assessment centre methodology. The results are available immediately in an interactive dashboard, which can be used to drive individual and group development as well as inform selection or succession decisions.

REAL-LIFE BUSINESS CHALLENGES

Imagine this: You are the new executive of a company on the verge of bankruptcy. What’s your strategy to turn the business around? The phone rings and it’s a high performer threatening to leave. How do you convince her to stay? These are just some of the real-life situations embedded in the Mercer Virtual Assessment Centre scenarios.

Measure readiness to handle a variety of business challenges, including:
- Align the team with organizational strategy
- Increase profitability through enhanced efficiency
- Instill a culture of continuous improvement
- Boost innovation
- Build a high performing team
- And many more!

HIGH-TECH AND HIGH-TOUCH

ANYTIME / ANYWHERE ACCESS
Allows flexibility for busy current and prospective employees

NO SPECIAL EQUIPMENT OR SOFTWARE
Just a computer with an internet connection and webcam

LIVE ROLEPLAY EXERCISES
Conducted with certified expert assessors

The Mercer Virtual Assessment Centre is powered by Pinsight, a state-of-the-art platform that brings assessment science into the digital era. The cutting edge technology and proprietary algorithms allow for the predictive power of a multi-method, multi-rater approach — with a seamless, gamified user experience.
INTUITIVE CANDIDATE EXPERIENCE

1. SCHEDULE
Choose preferred date and time using the self-scheduling tool

2. PRE-READING
Review the fictitious scenario, including org charts & financials

3. ONLINE INVENTORY
Complete a short personality and learning agility inventory

4. SIMULATION
Complete the 3-hour “day in the life” simulation with live roleplays & inbox

5. INDIVIDUAL REPORT
Receive a personalized report with strengths, development areas, and practical tips

Individual reports and group analysis available immediately to inform decision making and development priorities

INSIGHTS FOR DEVELOPMENT AND DECISION MAKING

The Mercer Virtual Assessment Centre can be used to assess current or prospective employees. The results are valid for:

- Differentiating between finalist candidates for external selection or internal promotion decisions
- Identifying employees who are ready for the next challenge
- Insight as part of a learning initiative and/or to inform individual development planning
- Talent decisions in the context of a merger or acquisition

Group analysis reports provide nine-boxes, readiness projections, and other decision-making tools.

SIMULATION SCENARIOS AVAILABLE IN MULTIPLE LANGUAGES FOR THE FOLLOWING LEADERSHIP LEVELS:

- First-level Supervisors
- Mid-level Managers
- Executives

SALES SCENARIOS ALSO AVAILABLE:

- Sales Professionals / Individual Contributors
- Sales Managers / VPs of Sales
ABOUT MERCER
At Mercer, we make a difference in the lives of more than 110 million people every day by advancing their health, wealth, and careers. We’re in the business of creating more secure and rewarding futures for our clients and their employees — whether we’re designing affordable health plans, assuring income for retirement, or aligning workers with workforce needs. Using analysis and insights as catalysts for change, we anticipate and understand the individual impact of business decisions, now and in the future. We see people’s current and future needs through a lens of innovation, and our holistic view, specialized expertise, and deep analytical rigor underpin each and every idea and solution we offer. For more than 70 years, we’ve turned our insights into actions, enabling people around the globe to live, work, and retire well. At Mercer, we say we Make Tomorrow, Today.

Mercer LLC and its separately incorporated operating entities around the world are part of Marsh & McLennan Companies, a publicly held company (ticker symbol: MMC) listed on the New York, Chicago, and London stock exchanges.

Ready to get started? Contact us at leadershipsolutions@mercer.com
Twitter: @Mercer
LinkedIn: www.linkedin.com/company/mercer-talent

PART OF MERCER’S SUITE OF TALENT ASSESSMENT AND DEVELOPMENT SOLUTIONS