




KPMG Talent Lab

Employee Assessment and Development Solutions

KPMG presents a holistic approach in Talent Management that covers the developmental needs of **all hierarchical levels**, from BoD members to non-management executives, based on its 25+ years of presence and experience in the greek market.

KPMG has developed and continuously upgrades a thorough methodology that supports greek and multinational companies in the early identification of their talents, in succession planning, in the effective

placement of suitable candidates in key positions and in their overall employee developmental plans. KPMG Talent Lab offers the following solutions per hierarchical level:

BoD Members (executive & nonexecutive)	Top Management Executives	Middle Management Executives	Non-Management Executives
Enhancing BoD Effectiveness	Leadership Pathway Program	Leadership Growth Program	Talent Solutions
<p><i>Thorough assessment approach specially designed for BoD members.</i></p> <ul style="list-style-type: none"> – Assesses required qualifications, competencies and contribution to the design and monitoring of the company's strategy – Self assessment – Corporate Governance (awareness and compliance). 	<p><i>Empowering Top Management's performance.</i></p> <ul style="list-style-type: none"> – Focus on leadership skills, strategic thinking, innovation, change, decision making, persuasion and influence – Review of career aspirations, vision, legacy – Use of psychometric tests, structured assessment tools and in-depth interviews – Development Journey Chart including targeted developmental actions, customized per executive. 	<p><i>Identifying and developing future leaders.</i></p> <ul style="list-style-type: none"> – Assessing potential for advancement in senior hierarchical levels – Identifying developmental needs to empower executives in their current role – Analyzing ambition and career aspirations – Use of psychometric tests, assessment tools and in-depth interviews – Development Journey Chart including targeted developmental actions, customized per executive. 	<p><i>Identifying and developing talents.</i></p> <ul style="list-style-type: none"> – Investigating the executive's readiness to undertake a managerial role and assessing overall potential – Use of psychometric tests, multiple assessment tools and in-depth interviews – Feed forward sessions for the design of Personal Development Plans.



E-assessments through the Virtual Talent Lab platform

This on-line platform for executive assessment and talent management can be utilized in two different formats:

Hybrid format

- **What does the platform include?** A combination of on-line assessment and one-to-one interviews for competency assessment and employee development purposes.
- **What is the target group?** Executive level employees.
- **What does it offer?** Effective utilization of executive's time, simplicity, credibility and customized solutions according to executives' needs.

On-line format

- **What does the platform include?** A set of tools developed both in greek and in english that focus in the assessment of competencies and technical skills.
- **What is the target group?** Non-Management Executive and specific employee categories such as salesforce, medical representatives, call center agents and management trainees.
- **What does it offer?** Speed, simplicity, credibility and efficiency in the formulation of assessment reports and personal development plans.



More than 5 000
assessments



More than 80 clients
in the greek market



In-depth experience in
various sectors (Financial
institutions, FMCG
Pharmaceutical, Retail,
Services, Telecommuni-
cations, etc)



e-assessments through
KPMG Talent Lab

For further information
please contact:

Veroni Papatzimou
Partner

Tel: +30 210 6062100
Fax: +30 210 6062111
e-mail: vpapatzimou@kpmg.gr
kpmg.com/gr

kpmg.com/socialmedia



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