

## How an Indian Pharmaceutical Company Transformed its Managers through our Cutting-Edge Assessment Center?

### Key Highlights of the Projects:



AC conducted by a team of experts, including NamanHR Certified and Empanelled Assessors, and Industry Experts.



Competencies identified through 8 Personal Interviews and 1 Focused Group Discussion.



Active involvement of key stakeholders for a comprehensive understanding of managerial strengths and development areas.

### The Need:

- A leading pharmaceutical organisation sought to elevate the performance of its 77 Managers across therapeutic segments.
- They partnered with NamanHR to conduct a Competency Mapping and Assessment Center (AC) to identify and address their development needs effectively.



## The Approach:

We designed an objective and scientific approach to comprehensively assess the managers' strengths and areas of development.



Behavior Indicators and Behaviorally Anchored Rating Scale (BARS) were developed through Personal Interviews and Focused Group Discussions.



Orientation of assessors and in-person Assessment Centre ensured reliable and accurate results.

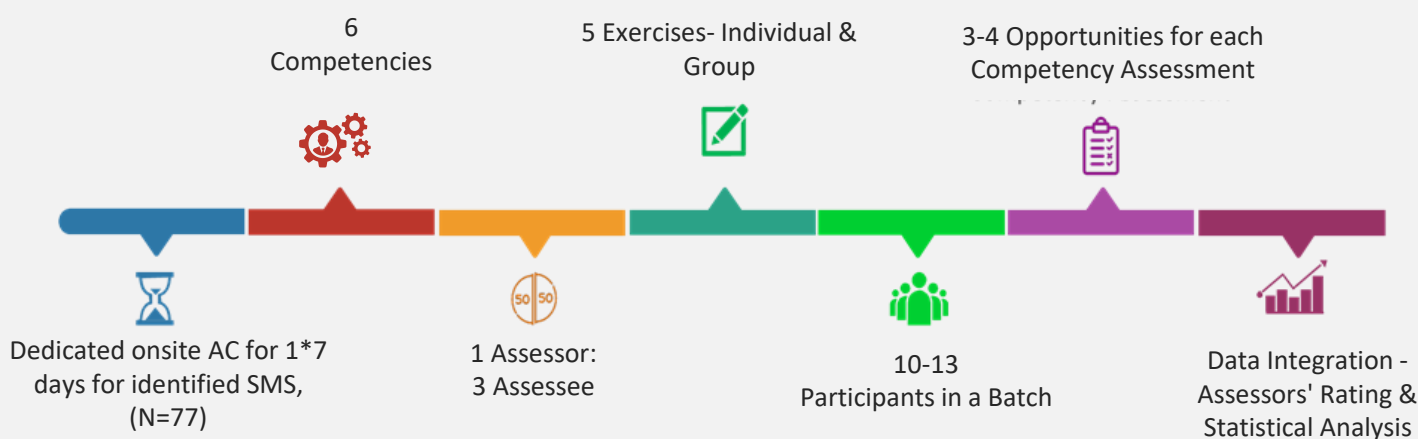


Role-specific AC exercises/tools were tailored to evaluate the managers' competencies effectively.



Virtual report-sharing sessions facilitated self-reflection and focused development discussions.

## Key Highlights of the Assessment Center:



## The Impact:



### At Organisational Level

1. A data-driven and scientific approach ensured reliable and consistent assessment results.
2. A comprehensive understanding of managerial competencies contributed to strategic talent management decisions.

### At Individual Level

1. Objective assessment provided deep insights into the managers' strengths and development needs.
2. Personalised reports empowered managers to take ownership of their growth.
3. Report-sharing sessions guided self-reflection and inspired focused development efforts.

Discover how NamanHR's Competency Mapping and Assessment Center can empower your organisation's talent. Contact us today at [inquiry@namanhr.com](mailto:inquiry@namanhr.com) to unlock your team's full potential.