

Psychological Insights *for High Performance*

Seminar Series 2012

Making the most of what you have

High performance isn't about winning every time. For an organization, more often it's about knowing and playing to your strengths, compensating for your shortcomings and knowing when to change course. It's seeing familiar problems from a fresh perspective, learning from setbacks - and coming back stronger.

In this thought-provoking and highly practical series of seminars, we share psychological insights and tools that have enabled leading organizations to get the most out of what they have, given the continual drive to do more with less. Our focus is on some of the most significant human capital challenges facing leaders and organizations right now:

- **Knowing and leveraging your existing management and leadership talent**
- **Leading in a context of turbulence, change and uncertainty**
- **Doing more with less - while preventing employee burnout**
- **Understanding and overcoming cultural barriers to high performance**
- **Developing a global leadership mindset**

Who It Is For

The seminar series is designed for leaders in HR, Talent Management, OD and Functional Executives who want to leverage their existing human capital.

What it Involves

A lively and interactive blend of networking, presentation and discussion with input from our consultants and invited industry speakers.

Who We Are

We are a psychology practice for business.

Our consultants are all clinical psychologists with real-life business experience. For over 20 years, we have been helping leading organizations achieve their strategic and operational objectives through the assessment and development of their leaders and senior teams.

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Talent on the Couch *Breakfast Seminar, 17th February 2012*

More than ever, organizations need to get the most out of their existing management and leadership talent. This can be challenging:

- 30% of executive promotions fail in the first 18 months. The figure rises to 40-50% for externally appointed executives
- Only 15% of high performers are also high potentials
- Just 18% of organizations report they have the depth of talent required to meet future business needs.

Join us for this fascinating seminar as we put talent on the psychologist's couch and take a journey into the mind, make-up and success factors that differentiate high performers, high potentials, and successful executives.

Drawing on state of the art research and over 20 years of experience in profiling and assessing managers and executives we will explore:

- **The faulty assumptions that organizations often make when it comes to managing their talent**
- **How to clearly differentiate high potentials from high performers**
- **What factors to focus on when hiring and promoting to prevent costly mistakes**
- **How to prevent derailment at the executive level**

As well as a lively presentation, there will be the opportunity for networking and discussion.

Dr Craig Simpson is Managing Director of ORTalent, a firm of business psychologists specializing in leadership and management assessment.

ORTalent works with clients in the US, UK, Europe and the Middle East, focused at Board level through to early-career high potentials. They assist organizations in identifying, hiring, promoting, and developing their leaders.

Craig's clients have spanned businesses in the airline industry, Formula One motorsport, defense, pharmaceuticals, manufacturing and banking. He is a member of Faculty of IEDC Bled School of Management in Central Europe where he teaches on their MBA and in-company programmes.

Registration: tricia.sempek@orconsulting.us.com

8.00am Registration, Networking,
Continental Breakfast
8.30am Presentation and Discussion
10.00am Close

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Cost: No Charge;
Early registration is advised as spaces
are limited

