Vaya Group - Setting the Standard Protocol

Applications

Phase Two: Benchmark Norming Study and Gap Analysis

**Phase One:
Building & Aligning
the Profile Model**

Selection:

- Profile Assessment of Critical Competencies
- Assessment Screeners
- Comparisons to High Performer Norms

Methodology:

- Profile Assessment Interview Designed
- Assess Sample of Incumbents
- Analyze Differences in Top Vs. Other Performers

Data Gathering:

- Stakeholder Interviews
- Worker Expert Focus Groups
- Existing Data Sources

Coaching:

- Strengths to Leverage
- Development Targets
- Customized Feedback
- Development Planning
- Coaching Accountability
- Best Practices & Quick Hits

Learnings:

- Gap Analysis – What Makes "Our Best" So Good
- Empirical Assessment of Strengths & Weaknesses
- Norms for On-board or New Hire Assessment
- Training & Development Roadmap Established
- Validation Study and Report

Learnings:

- 360° Definition of the Job
- Success Factors
- Critical Work Situations
- Future Job Requirements

**Organizational
Development & Training:**

- High Potential Planning and Development
- Performance Management
- Training Needs Analysis
- Team Building and Action Planning

Customized Profile Model

"Must-Have Characteristics" Current Assets

"Raise the Bar" Development Indicators