

# Executive Assessment



## Data with Impact.

**Executive assessment generates a huge return on investment.** When promising internal or external candidates do not work out time and again, it is clear a better way of selecting or developing leaders is needed. Relying solely on an internal interview process, success in more junior roles, or a search firm is not likely to improve the chances for success.

enVision Performance Solutions offers executive assessment both for making hiring decisions and for developing leaders already on board.

## Assessment for Selection.

Our executive assessment process significantly improves the odds of making a successful hire. We first carefully delineate performance expectations and deliverables for the role, and then we assess thoughtfully and thoroughly against that target. The output is a carefully crafted report to aid the organization in its decision-making process.

*"The dollar cost of a failed executive is estimated to be \$750,000 to \$1,000,000."*

D. L. DeVries and R. B. Kaiser (November, 2003).  
*Going Sour in the Suite: What You Can Do About Executive Derailment.*  
Workshop presented at the *Maximizing Executive Effectiveness* meeting of the Human Resources Planning Society, Miami, FL.

## Assessment for Development.

Leaders cannot develop if they are unaware of their strengths and opportunities. Our executive assessment process provides a comprehensive look at how a leader tends to act day-to-day, as well as under stress and pressure. Our detailed report, thoughtful developmental recommendations, and constructive feedback help leaders accelerate their personal and professional growth.

*"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them."*

John C. Maxwell (2001).  
*The Seventeen Indisputable Laws of Teamwork.*  
Thomas Nelson: Nashville, TN.

*"Half of the people selected for management jobs will eventually fail."*

J. Hogan, R. Hogan, and R. Kaiser (2009).  
"Management Derailment: Personality Assessment and Mitigation,"  
In the *APA Handbook of Industrial and Organizational Psychology* (S. Zedeck, ed.)  
(Washington, DC: American Psychological Association).

## Our Consultants.

enVision Performance Solutions is laser-focused on helping executives and their teams develop capability and capacity. Our founding partners are highly experienced consultants, assessors, and coaches, with successes across industries and executive roles.

Tom Wiltzius, Ph.D.

- Over 30 years consulting and coaching experience.
- Former President/CEO.
- Education: BS, MS, Ph.D.
- Licensed and certified professional counselor.
- Decorated veteran.



Gail Wise, Ph.D.

- Over 20 years consulting and coaching experience.
- Operations, Training, and Human Resources roles in a Fortune 50 retailer.
- Education: BS, MBA, MS and Ph.D.
- Licensed psychologist.



Additionally, we maintain a network of highly experienced and qualified assessors/consultants across the U.S. Currently, our affiliated consultants are located in the following cities:

- Atlanta
- Boulder
- New York City
- Charlotte
- Los Angeles
- Norfolk
- Chicago
- Milwaukee
- Portland (OR)
- Dallas
- St. Louis

## Contact Us.

We would welcome a strategic conversation about your individual and organizational needs.



**enVision Performance Solutions, LLC**

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