

# MERCER PUBLIC WORKSHOP

## 美世公开研讨会

### 领导力评估与发展

**高效运用领导力评估工具与发展手段，提升领导力发展项目有效性，打造面向未来的高潜领导梯队**

拥有丰富的领导人才储备是企业战略成功与否的关键驱动力。随着各行业对高端领导人才的激烈争夺，越来越多的企业开始转向从内部劳动力市场来培养潜在领导者。

美世为期 1 天的研讨会，将通过美世的方法论帮助您了解如何找到有效的领导力评估方法与工具，以及在内部有系统地培养优秀领导力，探索在组织环境内如何建立和优化符合企业自身特点的领导力评估与发展体系，提升企业领导力发展的综合实力。

### 课程概述

**美世观点：使用战略性的、整合的方法解决领导力问题**

- 理解领导力发展的战略意义
- 正确掌握领导力评估与发展的思维和方法，避免错误决策带来的企业损失
- 美世领导力发展核心体系：战略-评估-发展-梯队管理
- 关键人才的质与量：明确领导力成功模式和需求间的差距

**领导力发展的核心步骤：成功典范-评估-发展**

**领导力评估中的主流工具及其应用**

- 厘清核心概念：绩效、胜任力、准备度和潜力
- 美世领导力评估方法论
- 各类评估工具介绍
  - 心理类测验

### 研讨会信息

时间地点：

北京

12 月 14 日

上海

9 月 17 日

深圳

11 月 3 日

费用：

RMB 6,800(含 6%增值税)

### 联络

美世学习与发展热线电话

电话: 400 600 5599

电邮:

[learning.china@mercer.com](mailto:learning.china@mercer.com)

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## 美世公开研讨会

—行为类评估

—知识经验审核等

- 不同管理场景下的领导力评估工具选择与应用

### 领导力发展的方法、手段及其应用

- 美世领导力发展观点及优秀实践分享
- 不同方法手段的特点、利弊分析
- 不同层级领导力发展的方法与特点
- 案例讨论：“领导力评估与发展”方案设计
- 领导力发展的现状与趋势

### 领导梯队管理及继任计划

- 高潜人才库/领导梯队管理
- 特定领导岗位的继任计划

## 学员收获

- 定位与实施企业的领导力发展战略，将领导力发展与企业业务发展有效结合，满足公司未来的领导力发展需求
- 了解领导力评估的各种主流方法、利弊及适用性，为领导团队选择和运用合适的评估工具
- 了解领导力发展的各种方法与手段，实践设计系统的领导力发展项目
- 了解领导力发展操作实践的现状和趋势
- 了解领导梯队及高潜人才储备的关键要素
- 与其他企业 HR 专业人士交流及探讨领导力评估与发展的挑战与应用实践

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## 美世公开研讨会

### 目标学员

人力资源专业人士、组织发展顾问及其他致力于领导力评估与发展的专业人士

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## LEADERSHIP ASSESSMENT AND DEVELOPMENT

The strength and depth of your leadership talent pool is a key driver of success for your business strategy. According to Mercer's practice researches, organizations across industries are competing for top leadership talent, and more and more companies are turning to their internal labor market for potential leaders.

Mercer's one-day workshop will take participants through Mercer's approach to understanding various leadership assessment styles and ways of systematically developing strong leaders from within enterprises. The workshop will also discover how to build and optimize leadership assessment and development system which is cater to enterprises' own characteristics to improve the comprehensive competency of leadership development.

## TOPICS COVERED

### Understand Mercer's Strategic and Integrated Approach to Addressing Leadership Issues

- Understand the strategic meaning of leadership
- Master ideas and approaches of leadership assessment and development correctly to avoid loss caused by wrong decision
- Mercer's key process of leadership development: strategy-assessment-development-succession
- Quality and quantity of key leadership talent: Defining the success profile and identifying leadership gaps

### The Key Steps of Leadership Development: Success Profile–Assessment–Development

### Evaluate Your Leadership Bench Using a Range of Assessment Instruments

- Understanding core concepts: performance, competency, potential
- Mercer's leadership assessment methodology
- Introduction to main leadership assessment tools
  - Psychological tests

## WORKSHOP INFORMATION

Time and Place:

Beijing  
Dec 14

Shanghai  
Sep 17

Shenzhen  
Nov 3

Price:  
RMB 6,800(including 6% added-value tax)

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# MERCER PUBLIC WORKSHOP

- Behavior-based assessment
- Knowledge and experience checking
- Selection and application of bundled assessment tools for different management scenarios

## Leadership Development Methodology, Approach and Applications

- Mercer's leadership development overview and best practice sharing
- The features of different approaches, pros and cons analysis
- Leadership development for different levels
- Case study: design a Learning Journey for leadership program
- Leadership development: Current and future trends

## Manage Your Leadership Pipeline through Effective Succession Planning

- High potential talent pool
- Succession planning of selected leadership position

## BENEFITS TO PARTICIPANTS

- Align and define the leadership strategy in your organization, combine leadership development and business development effectively to meet future requirements of leadership development
- Understand main leadership assessment tools, their pros and cons, and application in order to help choose and combine the right assessment tools for your leader groups
- Understand different leadership development approaches to design a systematic leadership development program
- Understand the current practices and likely future trends of leadership development
- Understand the key elements of succession planning
- Discuss and share with other HR professionals some real-life challenges and best practices of leadership assessment and development within organizations

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## TARGET PARTICIPANTS

HR professionals, organization development professionals and others who wish to take an active role in leadership assessment and development

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