

MBC TALENT SOLUTIONS



PRESENTATION

Since 2006, **MBC Consulting** has been advising and supporting companies in their search for best talents in France and internationally.

To improve our qualitative approach and complete our range of services, our agency is now proposing **MBC Talent Solutions : a new global assessment offer** dedicated to business executives and human resources professionals from all sectors.

- ✓ Supervisors
- ✓ Technicians
- ✓ Employees
- ✓ Executives & Senior executives

OUR AMBITION

As human capital being necessary to your company's performance, our goal is to continue providing you our expertise within your recruitment policy, but even more **to advise you in matter of people management an HR processes optimization.**

We do realize that your in-house resources optimization needs **thorough knowledge of your candidates or subordinates strenghts and development points.**

Consequently, our assessment approach gives you support **in your company decision-making process at an individual level** (promotion, career reorientation, annual reviews...) but also **at a strategic level** (reorganization, staff restructuring, activity transfer...).

Thanks to the strong relationship we've built with our clients, we are deeply committed to elaborate **Taylor-made services** and **create added-value tools and practices.**

According to each type of profile, our engagement is to assess your **candidates or subordinates based on your competencies model** in the different following contexts.

CONTEXT OF INTERVENTION

- ✓ Recruitment, team enlargement
- ✓ Talent and potential identification
- ✓ Adaptation to a new company, team and/or position
- ✓ Professional evolution
- ✓ Career change
- ✓ Professional retraining or reorientation
- ✓ Work performance
- ✓ Change management

OUR METHOD

Our **scientifically-proved** method relies on **tools and practices adaptability to the context and expectations** of the company and the team.

MBC Talent Solutions' method also relies on **the expertise of our accredited psychologist consultant** and her experience in assessment centers and in coaching of subordinates (both individual and collective).

OUR TOOLS

Our personality and reasoning tests have been **designed and built by work psychologists**. The results are communicated to the candidate or subordinate through a **two-hour in-depth interview** led by our accredited psychologist consultant.

During this interview, a detailed **analyze of professional background and motivations** is realized, such as a deep assessment of client's **expectations in matter of specific behavioral and technical competencies**.

To **guide you in his/her potential management**, a **detailed report** is next written and **sent to you within 48 hours**.

OUR APPROACH

MBC Talent Solutions assessment process offered by MBC Consulting is divided into a **three-step approach**.

1

NEEDS DEFINITION

Framing

Assessment context
Analyze of your specific needs

Choice of method

Skills to assess
Report layout
Choice of a feedback type

Writing of the mission statement

2

ASSESSMENT

Assessment sessions planning

Personality and reasoning tests invitation sent to the candidate or subordinate

Two-hour in-depth interview

Analyse of professional background and motivations
Specific skills
Tests feedback

Results analyze and writing of each individual report sent to the client

3

FEEDBACK

Final assessment synthesis intended to the client (written or verbal)

Candidate or subordinate feedback (except selection processes | optional*)

Method assessment regarding the mission statement

* Feedback to the candidate or subordinate will be charged in addition to the assessment fee

For any information, please contact our consultant at +33 1 58 05 35 60

