



The Assessment  
**I N S T I T U T E**  
 Assess | Design | Develop | Lead

# Workforce & Leadership Development

Solutions to Hire Smarter, Onboard Faster, & Strategically Develop Talent

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We understand the value of a systematic approach to selection and training helping you to build the workforce you need now and in the future.

We understand the challenges organizations are facing in this Reskilling Revolution and the competencies and behaviors for the leader of the future.

This competency framework helps us to specifically identify strengths and opportunities for individual development based on specific job roles as well as on your organization's strategy.

Our competency-based approach to assessments for hiring and development allows you to make data driven talent management, hiring, onboarding, and development decisions. The result is finding the right talent, ramping them up quickly while at the same time taking a systematic development approach which includes career pathways.

With a strong focus on people development, we design and deliver development solutions that educate, motivate, and inspire individuals to build and improve critical skills. Team members are more motivated because there is closer alignment to job roles. Team members are recognized and understand the organization cares about them as individuals. Performance goes up. Turnover goes down. Human Resources contributes to the bottom-line.

Advantages are: Talent fits position. Talent is prepared for future positions. Coherent leadership culture. Improved performance. Entrepreneurial thinking and team spirit. Cost-effective HR.

Executive Training Centers, Inc.®, with its subsidiary The Assessment Institute®, a West Virginia based business, is a leading provider of talent development solutions covering the entire employee lifecycle from selection to separation. Headquartered in West Virginia since 2002, Executive Training Centers, Inc.® has helped hundreds of clients strengthen their organizations.

The Assessment Institute® specializes in matching job requirements with individual talent and competencies via industry-leading assessments.

Executive Training Centers® takes care of onboarding and developing people and leadership. Both approaches are carefully integrated to provide customers with best-of-class solutions.

Because people have different knowledge, skills, and experience, there are different moments of need for learning. Our offers mirror these needs.

What you can expect:

- Talent Management Strategies
- Job Profiles
- Legally Defensible Job Descriptions
- Assessments for Hiring & Development
- Leadership & Management, Communication Skills, Personal Development & Effectiveness Trainings Delivered in any Format: Classroom, Hybrid & Online