

Indigo Assessment

selection | development | potential



...now as easy as 1, 2, 3



making the right decision

...are you?

Hiring new staff, or choosing who and how to develop existing staff, can be expensive. But if you make the wrong decision, the costs can spiral out of control, let alone the disruption and time needed to rectify the decision. Often a manager only has limited information when assessing candidates. It is no wonder then that costly 'gut feel' decisions are made.

The smart approach

To find out how well someone is likely to perform in a role it's useful to arm yourself with a little more information. Many organisations successfully use 'Assessment Centres' where multiple candidates work through numerous exercises. These are highly predictive of future role performance.

Smart but costly?

However sourcing assessment centres can be complicated, often made more confusing by overzealous consultants. As a buyer it can be a painful experience to understand the best route to take, and quickly establish how much it will cost to get the job done.

Fixed fee assessment?

Design costs?



The Indigo way

no nonsense, affordable expertise

At Indigo Assessment we looked at what assessment consultants offer and thought we would provide a service that is a little different.

Solutions that give results

We pride ourselves on providing **reliable assessments that really work**. We're not tied to a test publisher, so can be completely impartial and flexible with our solutions. **Our solutions fit your needs**, not ours.

No nonsense expertise

Our consultant team have many years of designing and delivering **'best in class'** solutions. But we have a practical, common sense approach too. We are your **business partner first, and psychologists second**, providing clear no nonsense recommendations, not blinding you with science and 'psychobabble'.

No surprises pricing

We only bill you for delivery. Our **fixed fee pricing structures** put you in control. We allow you to choose what you want, when you want it with no surprises. We take care of all design and planning with affordable optional customisation available. **No waste, no design, no fuss**.

Scaleable services

Whether you use us for an **individual** executive assessment, or a **multi-candidate** campaign, we have affordable, set fees that mean you can **budget with confidence**. However, like all good relationships, the more you use us, the more you save.

Whether you want to assess for **selection, development or identification of potential**, Indigo Assessment solutions can provide a **fully outsourced service** with no fuss.

We offer Individual/Executive Assessments and Group assessment centres at three levels - to keep things simple, we provide these solutions at three levels of delivery;

 Level 1




 Level 2

 Level 3

It really is as easy as 1,2,3.

*Budget and plan
with confidence*

Individual Assessment

	Description	Structured Interview	Psychometrics	Intuitive Feedback Report	Verbal Feedback to client	Analysis Exercises	Additional Exercise	Detailed Premium Report	Investment†
Level 1 	Entry level assessment	✓	✓	✓	✓				£800 per candidate - 4 candidates per day £900 per candidate - 3 candidates per day £1050 per candidate - 2 candidates per day £1250 per candidate - 1 candidate per day
Level 2 	Mid level assessment	✓	✓	✓	✓	✓			£995 per candidate - 4 candidates per day £1100 per candidate - 3 candidates per day £1250 per candidate - 2 candidates per day £1450 per candidate - 1 candidate per day
Level 3 	Executive assessment	✓	✓	✓	✓	✓	✓	✓	£1500 per candidate - 4 candidates per day £1650 per candidate - 3 candidates per day £2000 per candidate - 2 candidates per day £2650 per candidate - 1 candidate per day

Additional Services

Candidate Feedback	1 hour telephone feedback	£200
Detailed Assessment Report	Candidate strengths and development needs in detail	£400
Development planning session	Face to face development planning session	£600

† All our prices are based on squeezing the most value out of an assessment day. This means we are able to pass on economies of scale to you. Prices listed are based on the amount of candidates assessed per day. Detailed assessment report is produced as standard for the Level 3 Individual Assessment. All costs are exclusive of VAT and consultant travel and subsistence expenses.

Group Assessments



	Description	Structured Interview	Analysis Exercises	Group Exercise	Psychometrics	Intuitive Feedback Report	Verbal Feedback to client	Additional Exercise	Investment†
Level 1 	Half day Assessment (min. 4 candidates)	✓	✓	✓	✓	✓	✓		£1000 per candidate - 6 candidates per day £1100 per candidate - 5 candidates per day £1200 per candidate - 4 candidates per day
Level 2 	Full day Assessment (min. 4 candidates)	✓	✓	✓	✓	✓	✓	✓	£1250 per candidate - 6 candidates per day £1350 per candidate - 5 candidates per day £1450 per candidate - 4 candidate per day
Level 3 	Fully Bespoke Service	Fully bespoke assessment centre design and delivery service. Assessment process designed to reflect and communicate your organisation's culture and language.							Price on application Consultancy Day Rate £1200

Additional Services

Candidate Feedback	1 hour telephone feedback	£200
Detailed Assessment Report	Candidate strengths and development needs in detail	£400
Development planning session	Face to face development planning session	£600

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Our team

Our team of chartered business psychologists is headed up by Indigo's Director of Assessment Solutions, Daniel Redland.



Daniel Redland
CPsychol. MSc BA (Hons.)
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Daniel is an experienced Chartered Occupational Psychologist with expertise in identifying and developing talent. He has a track record of working effectively with clients, building long term relationships through his practical methods and down to earth style. He has extensive experience of design and delivery of assessment and development services and is a qualified user of a wide range of psychometrics available in the UK. Daniel is an accredited coach and enjoys working on a one to one basis with a variety of coaching clients .

Prior to joining Indigo Assessment, Daniel worked with a number of Business Psychology consultancies with responsibility for business development and consultancy across a variety of sectors. Projects undertaken include the management and delivery of large scale graduate recruitment campaigns, Talent & High Potential Identification and Executive Assessment services. Daniel enjoys working closely with his clients to support and advise on their selection and talent management strategies.

Daniel is a Chartered Psychologist having gained his Psychology degree at the University of Westminster and his MSc in Organisational and Occupational Psychology at City University, London.

“The area of assessment has always been shrouded in mystery which can be frustrating for clients. I believe that there are easier ways to do things and that's what we aim for at Indigo Assessment. We don't want to hide behind the psychology badge but bring it to the masses with a straightforward top quality service where everybody knows where they stand right from the beginning of the relationship. I believe that our fixed fee service is unique in the industry and helps to build transparency and trust for a positive working partnership.”

Call **+44 (0)20 7924 8760**
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Why indigo?



Let's be honest - there are many consultancies providing assessment services. So why choose Indigo? Indigo Assessment is division of Indigo Business Training (www.indigobusiness.co.uk) – a business built on three founding principles:

- 1. Great Solutions** - To provide world class training that is simple to understand, easy to implement and makes a real difference to our delegates.
- 2. An Affordable Service** – To make our training as affordable as we can so that you, your team and your whole organisation can learn our techniques.
- 3. Your Silent Partner** – We are proud that 80% of our clients re-buy from us. We work hard to learn about our clients and to understand your issues, making us what we call your 'silent business partner'.

No nonsense

Affordable expertise





The Indigo difference

When creating Indigo Assessment it was vital that we maintain these guiding principles in our assessment service. We wanted to offer something new and creative to the industry. The particular ways in which we differ from other organisations are:

Fee Transparency

Some consultancies spend a few meetings and give you a proposal before you get the shock of how much your assessment event may cost. At Indigo Assessment we have a **clear pricing structure with fixed fees** and no surprises. Get an instant understanding of what your requirement will cost.

No Psychobabble

You want **clear understandable recommendations** from your assessment provider. Often this is substituted with over complex and convoluted reports which feel like an assessment in itself. While Indigo consultants are **Chartered Business Psychologists**, experts in their field and have a focus on business, we provide clear, understandable assessment reports and **feedback in plain English**.



No Design Costs

Often providers will tell you that no assessment process is the same. This means that even when using off-the-shelf materials there are design costs. To some degree they are correct and a certain level of customisation is required to do a good job. At Indigo we don't believe you should pay for this customisation – you only pay for the assessment itself. Let us worry about the customisation – we'll choose the **best-in-class tools** to get the very best outcome for your assessment. If you do want a fully bespoke solution, we'll ensure that design costs are kept to a minimum with clear pricing structures up front. After all, when budgeting, nobody likes surprises.

Total Independence

Often assessment providers are tied in to using tools they publish or their organisations has commercial links with. This means you don't always get the best tool for your assessment – you get the best tool for the provider. At Indigo we're **completely independent**. Our business psychologists are trained in the majority of tools available in the assessment market. With a vast amount of experience behind us we'll always recommend the **best tools for the job**. But if you have a preference for a particular tool we will seek to accommodate that wherever possible.

Scalable Pricing

Many assessment providers have a fixed per candidate rate. The higher the number of assessments you have the higher the price rises. At Indigo we ensure that **economies of scale** are passed on to our clients. The more people you put through the process the more **cost effective** it becomes to your organisation.

Experienced Assessors

Experienced this? You meet with a high profile experienced consultant and then a junior consultant is sent to carry out your assessment. At Indigo all our Consultants are **experienced Chartered Business Psychologists** with hundreds of assessment hours under their belts. We will build a team that suit your needs and make sure you have that team every time – building knowledge about your business requirement.

We'd love
to hear
from you

If you'd like to know more, just pick up the phone, drop us an e-mail or visit our website.

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Our Assessment Training

We believe in sharing our expertise with you. Our straight talking, no nonsense practical training programmes are designed to 'do what they say on the tin', and get the right balance between theory and practice.

The Structured Interview Masterclass - This practical 1-day workshop provides participants with the techniques to make objective recruitment and selection decisions using a Competency-Based Approach

Objectives:

- Remove the risks of taking a 'gut feel' approach by using a competency based approach
- Eliminates vague hypothetical responses and 'vener' from candidates
- Reduce recruitment costs and time – hire the right person quickly and efficiently

Standard Public Course fee: £475+VAT

Mastering Assessor Skills - This highly useful 1-day workshop provides an insight in to the skills required to successfully assess candidates at assessment or development centres. The programme provides opportunity for delegates to practice their assessor skills in a safe environment

Objectives:

- Learn how to use observation techniques to develop your skills as an assessor
- Increase the predictive power of your assessment processes
- Reduce the possibility of bias impacting your thinking

Standard Public Course fee: £475+VAT

Assessment Centre Design & Delivery - Designing and delivering effective assessment and development centres can be a tricky business. This 2-day workshop provides you and your team with the skills required to successfully design and assess candidates using Assessment Centre methodology.

Objectives:

- Learn how to develop and run effective assessment centres
- Develop your skills as an assessor with a practical assessment model
- Learn how to identify true potential from the candidates you assess

Standard fee: £795+VAT

Competency Design Workshop - It is widely accepted that a good competency framework should be central to all HR activity. This 2-day workshop will give you the knowledge, skills and techniques required to successfully analyse jobs and develop competency frameworks.

Objectives:

- Develop the skills to carry out job analysis and competency design projects yourself.
- Gain practical experience of job analysis interviewing techniques
- Learn how to integrate information to develop robust competency frameworks

Standard fee: £795+VAT

In-Company courses – We are able to deliver any of these workshops on an in-company basis which significantly reduces the per –delegate cost. Call 020 7924 8760 to discuss further.



Consultancy Services

Our experienced team of Business Psychologists provide bespoke consulting services to support your business. We can support you across a range of areas from Competency Development to Performance Management.

Bespoke Assessment Design - Yours and only yours

We work with businesses to develop assessment processes that reflect and communicate the organisation's culture and language. We develop engaging business simulations that reflect a 'day in the life' of the target role. These help you to make clear selection decisions whilst providing candidates with a realistic job preview. As a developmental tool, participants are engaged with the process and find it enjoyable, challenging and rewarding.

Competency Design – Laying the right foundations!

Competency Frameworks should underpin all HR processes from selection and development to appraisals and talent management. If the framework is not defined effectively, HR processes become unwieldy and ineffective. Indigo develop frameworks for particular roles, functions or the whole organisation. Our approach ensures frameworks are relevant, future proofed and achieve organisational goals.

Talent Identification - Spot them early & safeguard your future

Our talent assessments help to identify individuals who are most likely to succeed at the highest levels in your organisation. We use a highly predictive and research driven approach to ensure you create a pipeline of talent for the future success of your organisation. This means you can focus development budget on future leaders who are most likely to drive the business forward.

Sifting Tools – Find a needle in a haystack...easily

Save time and money spent reading hundreds of CV's or application forms. Indigo design competency based sifting tools that match the best candidates to the job. Our sifting tools score candidates in terms of the competencies required to be successful in the target role. This helps you to focus your time and resources on candidates most likely to succeed.

Performance Management - Get the very best out of your people

Our Consultants develop performance management processes to manage appraisals and development. We design whole processes and train organisations' in their use.


Coaching - Helping your people to help themselves

Our accredited business coaches use a variety of techniques and coaching styles to help individuals unlock their true potential.

Teambuilding Events – 'None of us are as smart as all of us'

Indigo run events to help teams work more effectively together. We use diagnostic tools to help teams understand each other's way of working and facilitate a shared understanding of team and individual goals.

For further information call 020 7924 8760 or email info@indigoassessment.co.uk



We'd love to hear from you

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