

FOR IMMEDIATE RELEASE

Mid-Level Leadership Crucial to Productivity and Employee Trust

As the nation faces a crisis of faith in corporate leadership and jobs are being slashed daily, PreVisor finds assessing those who manage and lead becomes even more important

Atlanta, GA – (PRWeb) February 10, 2009 – The global economic contraction followed by massive layoffs has left talent management teams reeling. Under this kind of pressure, it is difficult to make informed decisions around choosing the most effective leaders – those who can do more with less. A new assessment suite from PreVisor, the Supervisor and Front Line Manager Solutions, may supply some answers. Organizations can now have a complete and immediate picture, efficiently and cost effectively through advanced technology, of employees being hired for or moving into mid-level leadership roles.

PreVisor, the global leader in employment assessments and talent measurement solutions that connect employment decisions to business results, developed the new products with input from client research partners who were instrumental in providing real-world feedback. These partners reported consistently positive results drawn by comparing the assessment scores to job performance ratings, which validated the effectiveness of the solution.

Supervisor and Front Line Manager Solutions are administered online, evaluating multiple competencies including coaching skills, ability to prioritize, decision-making, thoroughness, and sense of duty. The assessments include critical cognitive and personality measurements powered by PreVisor's PreView™ Computer Adaptive Testing (CAT) technology – the only one of its kind available. It adjusts to a candidate's personality trait levels and abilities by asking questions based on the candidate's previous responses. This method delivers a more accurate, secure and shorter assessment. It is also more cost effective than comparable leadership assessments that are traditionally delivered at a time and resource intensive assessment center.

"It is easy to manage or lead during good times, but true leaders emerge during the most challenging times," said CEO Noel Sitzmann. "PreVisor's Supervisor and Front Line Manager Solutions identify mid-level leaders with the skills and potential to position a company so it will be ahead of the curve as we come out of the recession. We remain committed to giving our clients the best information possible in the most efficient manner when they need answers right now."

The video-based simulations used for measuring coaching abilities and managerial interactions are specifically designed to show realistic scenarios that predict a candidate's ability to listen, respond, probe, encourage, be directive and make accurate work demand judgments. The multi-tasking inbox simulation also presents videos of staff interactions while emails, phone calls and voicemails must be handled. Together, these simulation components present an automated process for evaluating leadership competencies that are typically difficult to measure.

"From our own recent survey as well as others, we know that more companies desire to use simulations for talent measurement because they have such a high level of predicting performance. It's just been time consuming and expensive to do these in person. We worked hard to develop a technology solution that would allow us to offer a close approximation of an assessment center experience online at a fraction of the cost and time investment," explained Dr. Mike Fetzer, VP of Content Development.

Organizations seeking to increase the impact following assessment can reinforce leadership skills through PreVisor's *Successful Manager's Handbook*, a leading tool for managers around the world who are interested in professional development. There are additional training tools available from PreVisor.

For a product demonstration, call: 1-800-367-2509 or visit <http://www.previsor.com/contact/request> to request additional information.

About PreVisor



PreVisor, the leading global provider of on demand pre-employment assessments and talent measurement solutions, helps clients connect employment decisions to business results. Following the rigorous standards of industrial-organizational psychology, PreVisor's assessment content accurately predicts on-the-job performance and supports fair hiring practices. PreVisor's solutions help streamline hiring, reduce recruiting and training costs, and improve corporate performance for clients worldwide, including more than 100 of the Fortune 500. www.previsor.com

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