



Assessment for Selection and Development

We help leaders assess talent to drive smart, data-informed decisions

In today's competitive business landscape, selecting and developing effective leaders requires more than technical expertise — it demands emotional intelligence, adaptability, and strategic alignment. TLD Group's assessments provide objective, data-driven insights into individual strengths, gaps, and leadership potential. These insights support critical talent decisions across hiring, promotion, and development, helping organizations confidently align their leadership pipeline with future needs.

ASSESSMENTS SUPPORT SMARTER TALENT DECISIONS

Our customizable, evidence-based assessments offer a comprehensive view of leadership capabilities, behavioral traits, and alignment with organizational strategy and culture. Whether used for selection or development, our approach integrates industrial organizational science with real-world leadership demands to ensure fair, informed, and impactful decisions.

The result: stronger leaders, smarter hires, and a more resilient, future-ready organization.

WHY CHOOSE TLD GROUP AS YOUR ASSESSMENT PARTNER?

- **Our Perspective Spans the Entire Healthcare Ecosystem:** We bring deep experience working with leaders across provider, payer, and life sciences organizations, tailoring assessments to each sector's context.
- **Objective, Evidence-Based Insights:** Our tools and methodology are grounded in validated research to ensure reliability, fairness, and real-world relevance.
- **Personalized to Your Needs:** We customize assessments to align with specific roles, leadership levels, and your organization's culture and strategy.
- **Accelerate Development:** Our assessments serve as the foundation for targeted development, helping leaders grow faster and more effectively.
- **Improve Selection Decisions:** We reduce the risks of poor hiring or promotion decisions by providing deep behavioral insight beyond resumes and interviews.
- **Strategic Alignment:** Assessment outcomes integrate seamlessly with your broader talent management strategy —from succession planning to coaching.

Our Approach for Assessments

Our process is led by experts in industrial organizational psychology and leadership, delivering customized, evidence-based insights aligned to your strategic goals

- 1. Discovery & Alignment:** We collaborate with stakeholders to understand organizational goals, role expectations, and key success factors, ensuring alignment between assessment outcomes and business needs.
- 2. Customization of Assessment Framework:** We tailor the process to reflect your unique leadership competencies, culture, and strategic objectives, selecting tools that deliver accurate and relevant insights.
- 3. Candidate Assessment Administration:** We administer scientifically-validated tools and structured interviews to evaluate each candidate's capabilities, style, and potential for success in the role.
- 4. Analysis & Integration:** Our team synthesizes qualitative and quantitative data to deliver a comprehensive view of each candidate's strengths, gaps, and growth potential.

- 5. Comprehensive Reporting & Candidate Feedback:** We provide detailed reports and facilitate feedback conversations with candidates and hiring managers to promote transparency, alignment, and development planning.
- 6. Post-Assessment Consultation:** We support leadership teams in interpreting results, informing selection decisions, and identifying development opportunities for long-term impact.
- 7. Ongoing Leadership Development Integration:** We help embed assessment insights into ongoing leadership development efforts to drive continuous learning, growth, and organizational success

"By using psychometric tools for finalist evaluations, we have gained key insights into leadership strengths, cultural fit, and potential risks. Once onboarded, executive coaching and leadership development plans provided new leaders with a clear roadmap for growth and success."

SENIOR HUMAN RESOURCES LEADER
ACADEMIC MEDICAL CENTER, BOSTON, MA

"Through comprehensive reporting and analysis, we have gained in-depth insights to make more informed leadership decisions. Assessments integrate with our HR and talent systems, ensuring alignment with team development, leadership training, and succession planning initiatives for a cohesive approach to leadership selection and growth."

CHIEF PEOPLE OFFICER
BIOPHARMA, SAN DIEGO, CA

The Leadership Development Group brings talent development solutions to Senior Executives, Medical & Scientific Leaders, Teams, and Boards within the provider, pharmaceutical, payer, policy maker, and healthcare adjacent sectors of the health ecosystem.

Our solutions span assessments for selection, executive coaching, team development, succession services, leadership workshops, and group cohort learning programs including our coveted Applied Physician, Nurse, APP, Dyad Leadership Academies® (APLA™). Our solutions are designed to engage and empower leaders to take on the challenges facing the industry and develop the capabilities to execute business strategies that position their organizations for

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