

# 2-DAY HARRISON ASSESSMENTS PROFILE INTERPRETATION WORKSHOP

Date : 23rd & 24th June 2009

Time : 9:00 am to 5:00 pm

Venue : Mont Kiara Business Centre, Plaza Mont Kiara

To register, please call +603 62011198 or email Rafidawati@omniview.net

Harrison Assessments, A Job Suitability and Behavioural Competency Profiling System

## What Harrison Assessments can do for your Organisation:

### Candidate Selection

- Decision-making
- Communications
- Motivation
- Flexibility
- Conflict management

### Succession Planning

- Identify high potential candidates
- Predict multi-level capabilities
- Create accelerated development plans
- Identify alternate career path
- Leverages the talent pool



### Individual Development

- Communicate, influence and lead
- Handle autonomy
- Take personal initiative
- Resist or facilitate change
- Handle conflict

### Team Development

- Create teams with effective interactions
- Discover the strengths and challenges of a team
- Identify the best roles for each team member
- Assess the potential for cooperation or conflict

## Achieve Solid Business Results with Harrison Assessments:

- Reduce recruiting and attrition cost
- Improve strategic workforce planning and succession planning by accurately identifying and developing high potential employees
- Improve employee productivity, satisfaction, and retention through better employee fit
- Increase effectiveness of coaching, development, and performance management by identifying behavioural traits correlated with specific jobs

### Programme Outline:

#### DAY 1

- Introduction and Overview
- Methodology, Features and Benefits
- Assessing both "Eligibility" and "Suitability"
- Theoretical and Philosophical Background
- Paradox Theory and Enjoyment Performance Theory
- How to Interpret the Harrison Assessments Report
- Explanation of 12 Paradoxes

#### DAY 2

- Approach to Profile Analysis
- Guideline for Giving Feedback
- Profile Interpretation Exercises
- Types of Report Available
- Application of Harrison Assessments for Promotion, Coaching, Team Building and Organizational Development

Price :  
RM2,160 per pax  
(excludes 5% Service  
Tax)

### As a participant, you will receive:

- A Full Harrison Assessments Report worth RM600.
- A comprehensive workshop manual to complement lectures, discussions and exercises.
- A certificate of participation in the workshop.

System training will be conducted separately.  
Please call to enquire further.

### PROFILE OF DANIEL GONZAGA



Daniel Gonzaga is a Senior Consultant of Omni View Consultancy, specializing in organizational development and performance improvement using Harrison Assessments. He is trained to provide services to clients in profile interpretation. He conducts workshops on Profile Interpretation, One-on-One Personal Development Plan and facilitates in Competency Based Interview Technique workshops.

Among his clients are Petronas Carigali, Tenaga Nasional Berhad, EON Bank Group, Nestle Products, Rentokil Initial amongst others.

## Contact us:



OMNI VIEW CONSULTANCY (M) SDN BHD  
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Suite C-05-02, Plaza Mont' Kiara  
2 Jalan Kiara, Mont' Kiara  
50480 Kuala Lumpur  
Tel: 03-62011198  
Fax: 03-62019198