

## VIRTUAL ASSESSMENT CENTER LEADER READINESS PLATFORM

Government - Public Entity



### Selecting the right leaders takes the right tools

- **Assessment Center** - assess candidates for leadership ability and potential
- **Succession planning** – assess readiness of successors
- Identify and develop **high potentials**
- **Leadership development** – generate development plans

### Virtual Assessment Center (VAC)

Are your leaders ready for the next level? Who are the best finalist candidates to fill a critical job opening?

Our VAC is a rapidly deployable and cost-effective online assessment combining a live virtual simulation with psychometric tests that give you objective data on employees and job candidates. This is not a traditional assessment center that is done over a Skype or Zoom call.

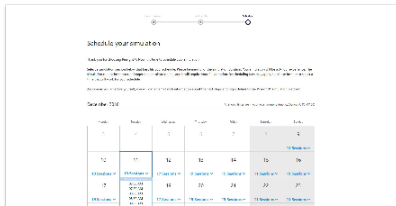
### The first true virtual

Public safety integrated leadership assessment and development platform connecting the dots along the entire employee journey. Finally, a way to continuously develop fire service leaders on the job and objectively measure every leader every day, in real time.

## How It Works

### 1. Schedule

Choose a preferred date and time for the live simulation using an online scheduler.



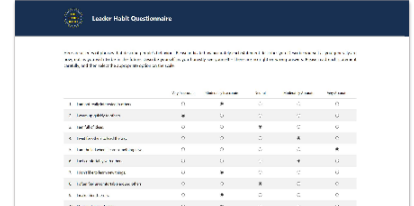
### 2. Preparation

Prepare for the live simulation. Read about the instructions and scenarios and practice using the simulation technology.



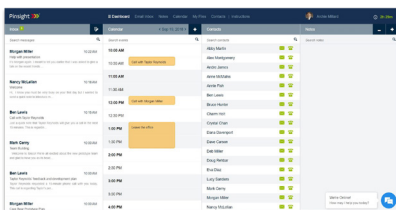
### 3. Pre-Work Assessments

Complete a personality questionnaire and a learning agility assessment.



### 4. Simulation

Complete a day-in-the-life simulation, respond to emails and participate in realistic role-play scenarios.



### 5. Analytics

Make the right promotion and succession decisions with detailed individual and group reports.



### 6. Leader Habit App

Close your leadership gaps with daily exercises fed to your smartphone.




## About IFCA Assessment & Consulting Services


The IFCA Promotional Assessment Service has been conducting Assessment Centers since 1975 to assist fire departments and fire protection districts in the selection of personnel for supervisory positions from the rank of Engineer through Fire Chief, utilizing the Assessment Center evaluation methodology. True Virtual Assessment Centers provide a depth of analysis PLUS robust leadership development on a continuing basis. Our partnership with Pinsight has created the first platform to offer a TRUE assessment center in a virtual world for public safety and public entity!

## About Pinsight

Pinsight has an impressive record of developing first-to-market disruptive talent management solutions. Our award-winning solutions combine the latest technology with decades of psychological research to meet the increasingly complex leadership challenges of global corporations. Headquartered in Denver, Colorado, Pinsight takes pride in being a virtual company with staff around the world. Our diversity is reflected in the multi-lingual availability of our solutions and the global nature of our client base.

## Contact

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