

IDENTIFYING AND DEVELOPING FUTURE LEADERS FOR STRATEGIC ROLES



THOMSON REUTERS

Thomson Reuters is a major multinational media and information corporation. It delivers critical information about financial and risk, legal, tax and accounting, intellectual property, science and media markets to businesses.

The company operates in more than 100 countries, and has more than 45000 employees across the world.

THE CHALLENGE

Training is an integral part of **Thomson Reuters** culture. The management takes keen interest in the professional development of each individual. The learning and development team at Thomson Reuters approached Central Test to help them in designing a managerial training program.

The team leaders were recently promoted from a task centric role to people centric role, and were expected to demonstrate managerial competence, team handling skills and the ability to think strategically.

Central Test was asked to design a managerial training program that will help the team leaders explore their strengths and work on the areas of development.

THE SOLUTION

Online assessment to better design a robust training program

Central Test worked closely with Amita Jalan, L&D consultant at Thomson Reuters to design the “Managerial Effectiveness Program”. The program is spread across 6 weeks and comprises of the following five stages:

1. Use of CTPI-R assessment to identify personality traits and competencies
2. Identify gap between current role and the new managerial position
3. Identifying the key competencies required
4. Individualization of L&D program
5. Ascertain the gain of productivity

THE RESULTS

The CTPI-R assessment competency framework perfectly complemented with the needs of Thomson Reuter’s competency framework required for the new role. The analysis based on CTPI-R report enabled Thomson Reuters to implement a rigorous training and mentoring program. The training program was optimized to focus on key competencies like “strategic planning” and “change management” required to perform in the new managerial role. In addition the assessment offered insights into the personality traits like control/power, tactical and other critical skills needed for excel in the new role.



The CTPI-R assessment report and its associated feedback was fair, constructive and it fostered self awareness and self reflection. With the inclusion of CTPI-R as a part of the Managerial Effectiveness Program, we have been able to conduct better trainings and this has translated into enhanced overall work performance.

Amita Jalan, L&D
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