

Introduction

MDV Consulting are leadership and talent consultants.

The competition for scarce talent has never been greater. Organisations increasingly recognise the rewards – and the risks of getting it wrong.

Aligning talent activities to your strategy is proven to drive increased productivity, profits and market value. Best in class organisations – the top fifth of talent managers – deliver shareholder returns that are more than 20 percentage points above average.

Conversely, failure to invest in talent or selecting the wrong people hits your revenues, customer satisfaction, your ability to deliver and your long-term position in your market.

We help you address these challenges, through three core services.

Assessment

We help you identify the right talent for the right role at the right time, so you can implement your strategy and avoid the added costs of poor selection.

Development

We enable you to align your people, teams and new hires with your strategy, so they deliver fast and effectively, and provide targeted interventions so you achieve more for less.

Talent consulting

We partner with you to make sure your talent architecture – your tools, processes and approach – are fit for purpose, so your organisation can deliver its strategy and growth ambitions.

Why use us?

Our expertise and experience mean we're trusted by world-leading organisations to solve their human resources challenges. They know we deliver the results we promise, to time, budget and collaboratively.

We tailor our services to address your issues, selecting from our broad network of associates to create a team that complements and responds to your needs. And we're easy to work with, with a professional, pragmatic and friendly approach that builds long-lasting relationships.

Assessment

Your organisation needs the right people, in the right roles, with the capabilities to execute your strategy.

Our assessments help you to avoid the pitfalls of poor selection: high costs, low morale, missed targets and wasted time. We look to add value to your organisation, by understanding what is critical to you and helping you to select candidates who can achieve your strategic aims. Whether you're selecting, promoting, restructuring or reviewing your strength in depth, we can help.

A tailored approach to your assessment needs

We tailor our work to suit your context and budget.

Our robust, responsive and insightful leadership assessments make sure you have the right people in your most important positions.

We also provide scalable, cost-effective and targeted assessment solutions for larger groups of people in less senior roles.

Leadership assessment

Together, we determine the precise demands of each role, how your culture and values influence selection, and what you hope to achieve with the successful candidate in place.

We then design and deliver psychological assessments, which measure candidates against your key criteria. Qualitative and quantitative profiles pinpoint their strengths and potential risks, giving you the knowledge to make the best choice.

Our stimulating approach engages your candidates in discovering their unique leadership profile. We "join the dots" using rigorous and highly structured questioning and feedback, encouraging people to reflect on how they operate, why they work in that way and how to make the most of their talents. The tools we use also include psychometrics, simulations and case studies.

Following the assessment, we prepare a detailed report for you, predicting the candidate's performance in the role and their potential in a range of capability areas. This identifies themes for you to explore at final interview.

Bench strength and career development reviews

In an increasingly connected and relational world, self awareness and emotional intelligence have never been more critical. To lead effectively, your people must understand themselves and their influence on others.

We use our executive assessment tools to evaluate your existing people and teams, and enable their development. These assessments are often combined with leadership training and coaching. Our reviews give you, and the people involved, powerful insights into their leadership strengths and limitations. We identify implications for their careers and for your organisational growth.

At the same time, we encourage people to consider your organisation's future needs. This enables them to identify how they can contribute and the support they need to access, to achieve their full potential within your business.

Mid-tier and graduate assessment

We design a practical and reliable process for you to deliver large scale assessments, giving you a rounded view of the talent coming up through your organisation.

We look at the criteria you want to assess, then design the assessment tools and process to measure them efficiently and effectively. Our process uses numerous assessment methods, including simulation exercises and psychometrics.

We can carry out the assessments for you or train your line managers and HR professionals to do them. This gives your organisation a highly skilled group of internal assessors and a great bank of materials and tools. Or we can work in partnership with you to deliver the assessments, giving you the best of both worlds.

Find out more

To learn more about how our assessment services can help you achieve your goals, please [contact us](#) today.

Development

Your people are your greatest asset and possibly your greatest cost. You need to develop them to release their full potential.

We understand the pressures you face. Customers' and employees' expectations are rising, while you need to do more with a smaller development budget. You need to create teams that work well together, and fast. And you need a smooth and effective transition for new employees, so they add value now, not in six months' time.

To help you meet these challenges, we offer development services for individuals, groups and intact teams.

Executive coaching

Our executive coaching offer helps your people to succeed in their current role or to prepare for a new one. Coaching is a powerful approach to improving business performance, through confidential one-to-one development sessions.

An [assessment](#) may have shown that an executive needs support in specific areas, to deliver their best performance. Or they may want coaching that's transformational, to prepare them for the next step up the ladder and to challenge their current way of doing things.

Coaching typically lasts for six sessions. It's important to set the context for coaching, so programmes usually start with our coach meeting the individual and their sponsor, to discuss the coaching agenda and to ensure the coaching is aligned to your business direction.

Then we work with the individual, to explore current and possible ways of doing things, situations in which a behaviour or approach is useful or not, and the possible impact on others. Coaching is about learning and change, so we often experiment with new ways of acting, to increase the individual's effectiveness and performance.

At the end, we typically meet the individual and sponsor again, to assess the impact of our coaching and the value it has added. All of our executive coaches are qualified and in regular supervision, to ensure they offer you a consistently high standard of support.

Transition and onboarding

People who are new to organisations or roles face particular challenges. In fact, research shows that up to half of senior hires fall short and even stars can take years to succeed in new roles.

Our transition and onboarding offer aligns your promoted or newly hired talent with your strategy and culture. We work with them and you, so they understand what's expected and how their role contributes to your organisation's goals. We also help them to build peer networks, for mutual support and sharing ideas. The results are both practical and emotional: faster, more effective delivery and a strong sense that your organisation values them.

Developing your teams

Our knowledge of people and psychology allows us to design bespoke, group-based interventions that develop your people's behavioural skills. This can include skills for influencing, coaching and holding effective and candid performance conversations.

We also support the development of high-performing teams. These programmes help team members to understand:

- what they need to deliver
- their individual roles and accountabilities
- the team's processes for decision making and communicating, and
- the team's behaviours and relationships.

This support can be one-off or ongoing, to assist the team as it navigates through a rapidly changing environment.

Find out more

To discuss how we can help you unleash your people's potential, please [contact us](#) today.

Talent consulting

To fully support your organisation's strategy and growth agenda, you need an HR function that can deliver your talent strategy and access and leverage the most fit-for-purpose tools, processes and approaches. Our talent consulting services ensure you have the right frameworks and infrastructure in place to deliver your requirements.

We decode your organisational strategy and translate it into what you need your people to do – the critical behaviours, technical skills and other factors that drive performance. You can then measure, develop and evaluate your people against that model, confident that your actions are aligned with your organisation's long-term goals.

We help you to develop and refresh your existing people strategies, working in partnership with you to focus on the activities that are central to successfully attracting, developing and retaining talent, balancing your immediate and long-term needs.

Working systemically, we consider the systems, capabilities and processes you need to deliver your people strategy, and the effectiveness of your existing talent, resourcing and development functions. This gives you a clear view of all the areas you need to address to achieve your aims. This can include the supporting systems and processes that underpin your succession planning and ensure you have sufficient bench strength.

Our work helps you to implement real change, so you keep pace with the rapidly changing expectations of a new generation of employees and customers. Our consulting approach enables you to select the most appropriate delivery model to suit your circumstances. We do as much or as little as you want us to, so we can take on the entire project, work in partnership with you, or train your team to deliver the solution in-house and leave a lasting legacy.

Find out more

[Contact us](#) today to discuss how we can help you enhance your HR function.

Approach

We bring three key things to every assignment we do for you.

1. Knowledge and experience

Between us, we have decades of experience. We've worked in leading consultancies and in major organisations, giving us real insight into your challenges, the best way to tackle them and the realities you face.

Our backgrounds mean we offer a distinctive blend of hard science, intellectual rigour, commercial pragmatism and passion for bringing the best out of your people.

2. Professionalism with a human face

Our professionalism allows us to operate at the highest levels of your organisation.

We also pride ourselves on being easy to work with, with an honest, consultative and straightforward style. We're human and accessible, not driven by theory. We're also flexible, fitting in with your context and preferred way of working.

This approach helps us to build long-term relationships. We have a strong track record of working in partnership with clients, to deliver tangible results over many assignments.

3. Excellent delivery

We repay your trust in us by setting you up for success. That means we deliver the quality you expect, on time and to budget.

Our work is always tailored to your needs, so we do as much, or as little, as you require. We leverage our skills and experience cost effectively, with a highly skilled and experienced project director shaping, guiding and assuring the quality of your project. And we're committed to sharing our skills with your team, so you benefit from our work long into the future.