



LEADERSHIP

Leadership
Assessment

orleadership.com

**Better
leaders.**
**Better
performance.**

For over 15 years, ORL has helped organizations transform leadership into a competitive advantage.

We help you align your strategy and leadership, build a strong pipeline of future leaders and unlock the full potential of your people.

**Strong leadership is critical to your success
– but mastering it is easier said than done.**

40%

of newly promoted leaders fail in the first 18 months. The figure rises to 50% for external hires. The cost of failure is up to 4x salary.¹

You can't afford a high-profile failure.

ORL partnered with a UK real estate business to select their new CEO.

- Rigorous assessment involved a tailored interview, psychometrics and a custom simulation to ensure the CEO's alignment with the strategy and culture.
- Targeted coaching helped smooth the CEO's transition and equipped them to hit the ground running.
- **Impact** – Within the first 3 months, the business recorded a significant uplift in performance.

89%

of organizations lack a strong bench of leaders for critical roles.²

Your leaders are being promoted before they are ready.

ORL partnered with a Fortune 500 company to identify and prepare high-potential leaders for senior roles.

- Tailored assessment involved psychometrics, 360 feedback, interviews and a strategic scenario - followed by individual feedback, manager alignment and development planning.
- The leadership team used the findings to identify top talent and inform their succession strategy.
- **Impact** – A bench of ready-now successors developed for critical executive leadership roles.

40%

of organizations lack a consistent process to identify high potentials.³

You need to strengthen your leadership pipeline.

ORL partnered with an \$80B US institution to identify and develop high-potential executives.

- Our innovative, online, 'whole person' assessment accurately predicted leadership performance and potential.
- Managers were trained to use the data to identify future leaders, debrief the findings, and co-create development plans.
- **Impact** – An objective, enterprise view of leadership potential. Reduced bias and politics in selecting and developing future leaders.

"ORL is more than just a provider—they've helped us navigate complex leadership challenges with empathy and expertise, making them one of our most trusted partners."

VP, Executive Services,
Fortune 500 technology firm

Select clients include:



Booz | Allen | Hamilton



Level up your Leadership: Our Assessment Solutions.

Leadership Signature

Define what great leadership looks like in your unique context.

Our Leadership Signature process identifies the critical capabilities and qualities your leaders will need to deliver your strategy.

Unlock High Potential

Strengthen your leadership pipeline and identify high-potential talent with precision

The Max Potential Profile, powered by our research-backed model and industry-leading tools, accurately predicts leadership performance and potential.

Unlock actionable insights into your talent's capabilities, growth readiness, and derailment risks.

Scale leadership development with personalized, AI-driven plans designed to transform potential into performance.



Executive Assessment

Make smarter hiring and promotion decisions with our tailored, immersive assessments.

Our 'whole person' approach—grounded in data—evaluates capability, track record, potential, and risks, ensuring leaders align seamlessly with your role, culture, and strategy.

Experience the future of leadership assessment with custom AI-powered simulations that reveal how candidates handle the real-world strategic challenges you face.

Assessment & Development Centers

Discover how your leaders tackle tomorrow's real-world strategic challenges.

Our immersive, 'day-in-the-life' assessment and development centers are the gold standard for predicting leadership success - while delivering a highly engaging, developmental experience for your top talent.

Simulating your organization's future context, the experience—delivered virtually or in-person—provides actionable insights to:

- Identify top talent
- Shape your leadership strategy
- Personalize development and fast-track readiness for key roles

The ORL Difference.



Trusted in the C-Suite

We've partnered with senior leadership at some of the most successful organizations in the U.S. and EMEA.

Our clients trust us to select and develop their most critical leadership talent.



A Customized Approach

We don't force fit you into our standardized approach.

We customize our assessment solutions to your unique context, strategy and leadership signature.



We Know What "Great" Looks Like

Between us, our global team of consulting psychologists have assessed thousands of leaders around the world.



High Tech, High Touch

We combine behavioral science and cutting-edge technology with the credibility, empathy and expertise to get to the heart of leadership effectiveness.



A Human Approach

We offer the capabilities and enterprise solutions of a large firm with the responsiveness and personal touch of a boutique.

We pride ourselves on our human approach and transformational impact on the leaders and the organizations we serve.

"ORL is the perfect size—they're small enough to make us feel incredibly valued, but big enough to bring in the global expertise and connections we need."

Talent Lead,
European Defense
Contractor

1. Hernandez et al, "Why Good Leaders Fail", MIT Sloan Management Review 2021
2. DDI Leadership Forecast, 2021
3. Zenger Folkman survey, 2017
4. ORL: Feedback from 500+ assessment center participants, European Bank.
5. ORL: Feedback from 135 senior leaders in a federal government agency
6. McKinsey, 2021

Produced by Designworks.

350+

executive assessments delivered between 2022-2024.

91%

of leaders would recommend our assessment experience to a colleague.⁴

94%

of leaders rate our simulations as "highly credible".⁵

2.7x

Executive assessments deliver 2.7x greater chance of leadership success.⁶

Ready to transform your leadership?

For more information, visit orleadership.com
or send us an email at craig.simpson@orleadership.com