

Readiness For ScaleSM

Executive Bench uses the combined power of technology, behavioral science, and leadership expertise to help you build robust pipelines of scalable leaders. We operate on the principle that assessments should enhance internal insights, not replace them. High-impact assessment supports the evolution of your talent and enables you to make robust decisions that future-proof your business.

RFS Model

RHR's assessment model, Readiness for ScaleSM (RFS), supports the growth of the succession bench for senior leadership by identifying and developing leaders with the greatest likelihood of performing in complex enterprise roles.

Our model is grounded in the essential few behaviors that differentiate leaders who succeed in large -scale roles from those who struggle to deliver. Research supports the importance of these factors across roles, functions, industries, and regions.



Leading Business	Leading People	Leading Self
Seeing the Whole	Focusing the Enterprise	Reasoning with Agility
Making Systems Decisions	Influencing with Power	Thriving in High Stakes
Leading the Future	Creating Shared Values	Knowing Yourself



[FIND OUT MORE](#)

Readiness for Scale Assessments

With our three Readiness for Scale assessments, you can measure precisely how prepared your leaders are to take on more responsibility and tackle your most critical challenges. Our assessments offer candid and predictive insights into where leaders stand today and what it will take for them to scale to bigger roles.

Discover Our Assessments



RFSexec

C-Suite and 1-Away. High-touch assessment focused on role-based and contextual questions.



The Model
Readiness for ScaleSM
+
Role-Team-Enterprise
(RTE)



Inputs
Psychometric testing -
Hogan, Raven's, Watson-
Glaser
+
Comprehensive stakeholder
interviews (8-10)
+
3-hour behavioral interview



Output
Summary of Fit to RTE
criteria
Readiness for Scale ratings
360 Summary
Development Summary



RFSpipeline

Next Generation. Standardized, benchmarked assessment to feed broader data needs and talent milestones.



The Model
Readiness for Scale



Inputs
Psychometric testing - Hogan,
Raven's, Watson-Glaser



Output
- Readiness for Scale ratings
- 360 Summary
- Development Summary



RFS Insights

Deep bench. Simulation assessment for early identification of future scalable leaders



The Model
Readiness for Scale



Inputs
Online Simulation
+
Online 360



Outputs
An online intergrated report:
• Readiness for Scale -
Norm-referenced sim
performance
• Intergrated 360 scores

Ready to take your leadership to the next level? Reach out to us, today.

Purpose of Assessment

Building well -led organizations by advancing the next generation of enterprise leaders.

1

Reshaping talent conversations and redefining potential.

2

Challenging assumptions and models that impede growth.

3

Empowering leaders to serve as stewards of their talent.

4

Inspiring the next generation to own and accelerate their own growth.

5

Fostering an environment that brings out the best in all people.

Delivering Fair and Accurate Assessment

Building a fair assessment process that minimizes bias and gives each participant the opportunity to bring their best requires end-to-end design.

1. Rigorous training
2. Instrument selection
3. Report quality and standardization
4. The participant experience
5. Measurement over time



No Adverse Impact



Globally Relevant



No Adverse Impact

What the leaders are saying about their experience with us

98% of our clients think that EB consultants created a comfortable and engaging environment during the interview

“My coach was a great listener & gave good advice and insights and helped me to understand areas of weakness and strength and how to use those in my development.”

“ My consultant was very knowledgeable, candid, thorough, and approachable. He was able to guide me through the process and explain in detail the results and how to use them.”

88% of EB's clients have reported that:

“Their impression of EB is positive or extremely positive.

And “that their assessment report contained candid, relevant, and useful insights”



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