

Elemental Value

Expert in Leadership Development

Everyone who takes responsibility for their own life is a leader.



CO-ACTIVE[®]
TRAINING INSTITUTE



TALOGY

Assess, Evaluate, and Develop

Development is based on
data;
begins with measurement,
continues with coaching.



What we do



Create Awareness

Individual

- Development-Oriented Reports
- Developmental Feedback Sessions
- Development Coaching

Group

- Young Talent (MT) Awareness Workshops
- Group Feedback Workshops

Organizational Analyses



Assess

- Assessment Centre
- Digital Assessment Centre
- Online Inventories
- 360 Feedback
- Leadership Climate and Emotional Intelligence Assessment



Develop

- Evolving & Empowering Leadership Program
- Executive and Team Coaching
- Co-Active Coaching Training
- Mentoring Training



Our Methodolgy

Performance + Potential



ELEMENTAL[®]
ASSESSMENT · COACHING · TRAINING
— VALUE —

Our Difference

- ✓ We act as your business partner, supporting you end-to-end.
- ✓ With our Coaching Approach, we believe that both individuals and organizations can take responsibility and realize their full potential.
- ✓ We place customer and participant experience at the very centre of what we do.



Why organizations choose us



EFFECTIVE

Holistic Solutions with Global Business Partners



FAST

Tailored Solutions, Delivered at Your Pace



FLEXIBLE

Quick to Design, Flexible to Deliver



QUALITY

Expert Assessors with Proven HR and Sector Experience

How we support your needs

Recruitment - Promotion

Senior / Mid-Level Roles
MT (Management Trainee) Programs
Regional Manager and Field Skill-Based
Assessment Centres
Digital Assessment Centres (**ElementalFlex**)

Talent Development

Talent Pool Selection
Talent Development Programs
Assessment & Promotion Readiness
Programs
Young Talent Development Projects

Academy Projects

Organizational Analysis
Competency-Based Developmental
Assessment
Awareness Workshops

Director Development Programs

360° Feedback
Awareness Sessions
Team Coaching
Executive Coaching

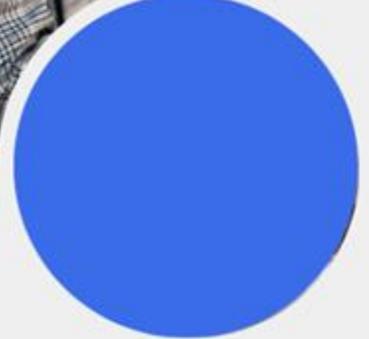
C Level Development Programs

Leadership Climate Assessment
Team Coaching
Executive Coaching

Customized Solutions

Internal Assessor Training & Assessment
Centre Design
Case Study Development
Competency Framework Design

Assessment/ Development Centre



What does “Assessment” Really Mean?

Understanding the Employee

Assessing the Employee

Accurately Interpreting Employee Behaviours

Uncovering Employee Motivations



What are this individual's unique strengths?
What are their unique barriers?

What motivates them in work and life?
Do they have a vision, and if so, what is it?

Based on their motivation and vision, what skills should they develop, what knowledge should they acquire, and what perspectives should they differentiate?

Steps of an Assessment / Development Centre Project

Design

We create customized designs based on your company's competencies and needs.

Kick-off

We support you in all communications and briefings to maximize the project's impact.

Understand/Assess the Individual

We focus on understanding the individual holistically across different dimensions.

Each competency is observed in at least 2 cases.

With our objective approach, we deliver strong, reliable reports.

Each participant is evaluated and reported through the joint observation of 2 assessors.

Create Awareness

Our reports and feedback process are specifically designed to increase awareness.

Feedback is delivered by coaches with ICF-accredited training.

Organization-specific analyses are conducted to address development needs.

Follow - Up

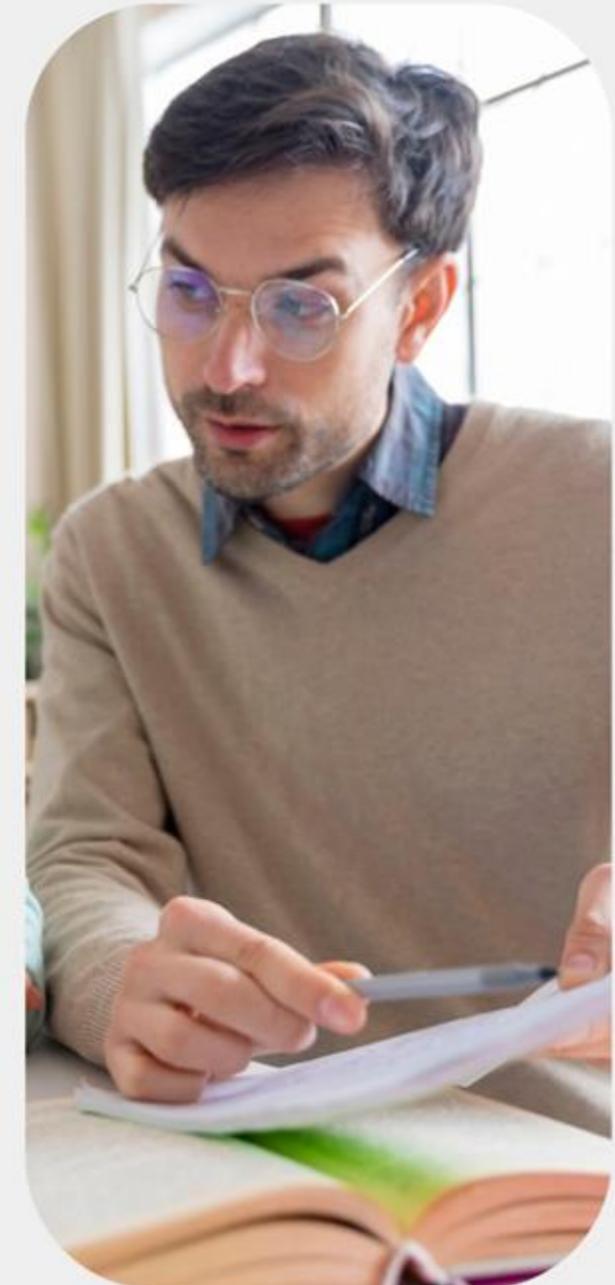
We support participants throughout the development process to maximize the return on your project investment.



Assessment Center Program

LEVEL	ASSESS	CREATE AWARENESS	DEVELOP
MID-LEVEL 1 Manager or mid-level field management roles	<ul style="list-style-type: none"> • Assessment Centre (AC)* (3 cases, 1 person in half a day) • PAPI Personality Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Session 	<ul style="list-style-type: none"> • Development Coaching • Competency Workshops
MID-LEVEL 2 Senior Manager, or Field Supervisor and equivalent roles	<ul style="list-style-type: none"> • Assessment Centre (AC)* (2 cases + MindflexPlus, 2 people in half a day) • PAPI Personality Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Session (Individual or Group) 	<ul style="list-style-type: none"> • Development Workshops • Competency Workshops
ENTRY LEVEL ROLES Specialist, Senior Specialist, Retail	<ul style="list-style-type: none"> • Assessment Center (AC)* (1–2 cases + Mindflex, 2–3 people in half a day) • Factors Personality Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Workshop (Group) 	<ul style="list-style-type: none"> • Development Workshops • Competency Workshops

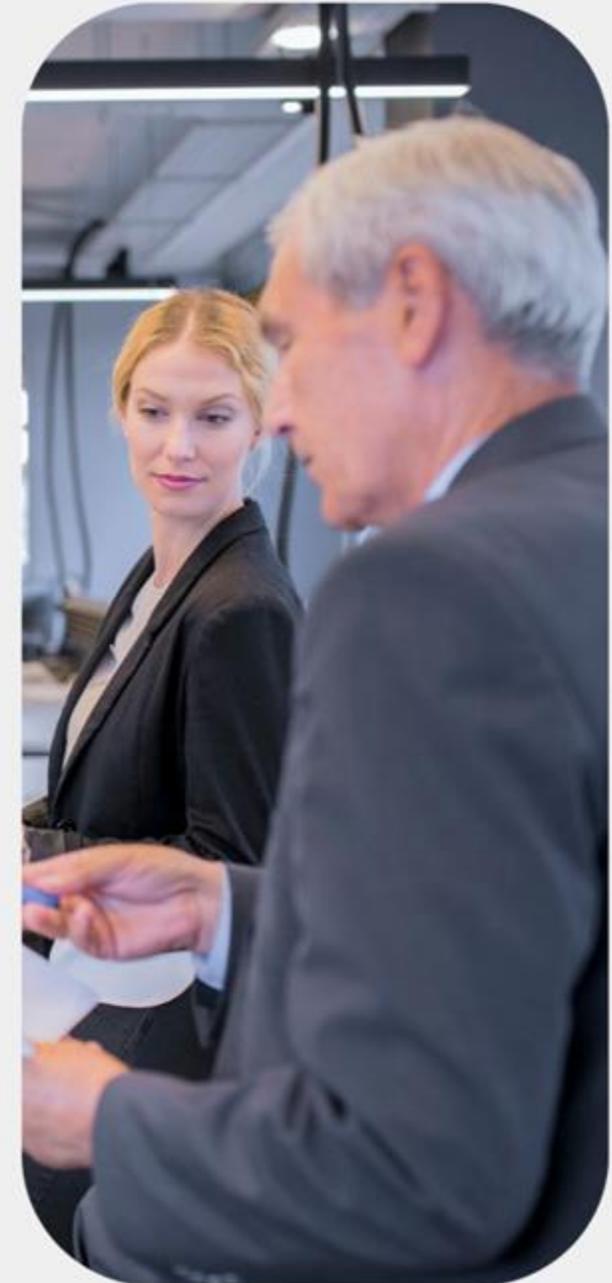
* AC content and consultants vary by level



Assessment Center Program

LEVEL	ASSESS	CREATE AWARENESS	DEVELOP
LEADERS OF MANAGERS- LEVEL 1 Senior Manager, Group Manager, Director	<ul style="list-style-type: none"> • Assessment Centre (AC)* • PAPI Personality Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Session 	<ul style="list-style-type: none"> • First 90 Days Coaching • Executive Coaching • CTI Training
LEADERS OF MANAGERS- LEVEL 2 Field Manager of Managers – e.g., Retail Regional Manager, Pharmaceutical Sales Manager	<ul style="list-style-type: none"> • Assessment Centre (AC)* • PAPI Personality Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Session 	<ul style="list-style-type: none"> • First 90 Days Coaching • Executive Coaching • CTI Training
C LEVEL General Manager, CEO, Deputy GM	<ul style="list-style-type: none"> • Assessment Center (AC)* • EIP Emotional Intelligence Inventory 	<ul style="list-style-type: none"> • AC & Reporting • Developmental Feedback Session 	<ul style="list-style-type: none"> • First 90 Days Coaching • Executive Coaching • CTI Training

* AC content and consultants vary by level



Steps of the Online Individual Assessment & Development Centre

Before AC

 Preliminary Information to Participants – Self & Environment Preparation

 Assessment Centre (AC) Invitation Links

 Sending of PAPI Personality Inventory

During AC

Opening and Readiness Check

Opening Interview



✓ Case Studies

✓ Closing Interview

Online Support

HR and Managers' Participation (optional)

After AC



Reporting



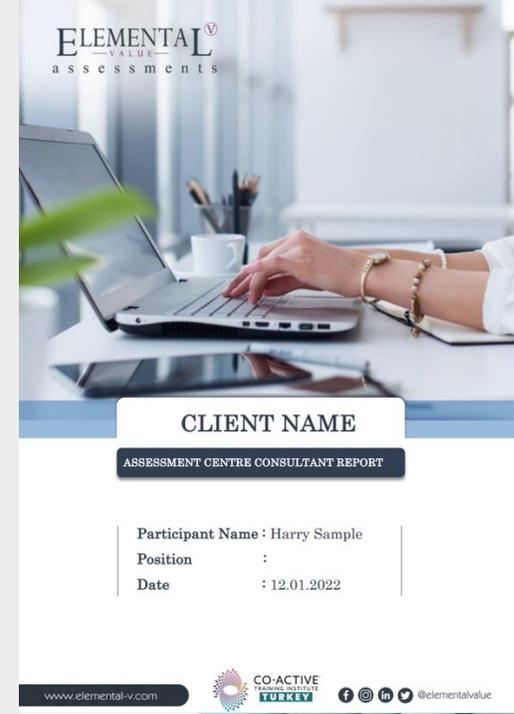
Developmental Feedback Sessions

Management Presentation / Debrief

Reporting | Sample Reports 1

In the reports prepared in Development / Assessment Centres, key strengths and development opportunities are identified. In addition, a separate section is dedicated to candidates' career expectations and motivations.

*The sample report is an example of an assessment centre conducted together with the PAPI inventory



CLIENT NAME

ASSESSMENT CENTRE CONSULTANT REPORT

Participant Name : Harry Sample
Position :
Date : 12.01.2022

www.elemental-v.com

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 ELEMENTAL VALUE

Facebook, Instagram, LinkedIn, Twitter icons | @elementalvalue

Assessment Center Overall Evaluation

Mr. Harry Sample came out as an impactful, positive, energetic and self-confident leader with analytical thinking, structured, openness strengths. He has a strategic mindset with long-term planning and stays positive when faced with challenges. On the other hand, due to his perfectionism and his risk-averse style, he needs more time to prepare concrete, clear action plans.

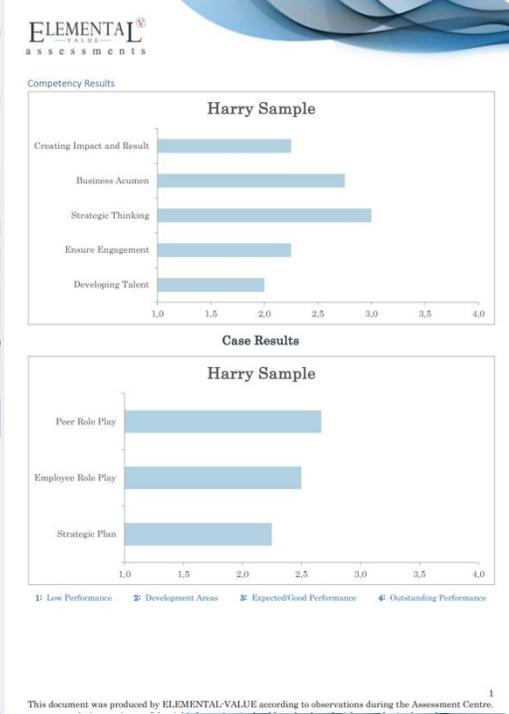
In light of our observations and PAPI results, Harry Sample has been evaluated as ready for Director position on condition that he is supported with a concrete development plan and close follow-up by his immediate manager.

Career Expectations and Motivations

He underlined the importance of getting results, people, trust, sustainability and stability at work as the source of his motivations over competition. Also, he emphasized that he likes challenges at work.

According to PAPI Inventory results:

- He describes himself as someone who will gain motivation from, and be engaged with, some elements of his current work. He describes himself as someone who has some enthusiasm for work and finds some satisfaction in what he does. However he is not likely to allow himself to become consistently overworked, and is likely to seek a reasonable balance between his work and his life outside of work.
- Harry Sample may sometimes be motivated by competition and show a desire to succeed. Whilst he reports some focus on winning, he may balance this with a desire for cooperation in some contexts. He is unlikely to be overly concerned about the achievement of others and he will probably place more importance on other aspects of life than on his own achievements or success at work. He is likely to be content in roles where there is less opportunity for advancement and may appear somewhat laid-back in relation to his own career progression.



This document was produced by ELEMENTAL-VALUE according to observations during the Assessment Centre.

Key Strengths	Key Development Opportunities
<ul style="list-style-type: none"> • Setting strategic direction • Good in cause & effect analysis with his conceptual thinking and structured approach (PAPI & AC observations) • Energetic, positive, engaging and sincere leadership impact (PAPI & AC observations) • Valuing openness and trust (PAPI & AC observations) • Giving constructive feedback • Asking open-ended questions • Long-term perspective at times (PAPI & AC observations) 	<ul style="list-style-type: none"> • Preparing effective business plan in order to clarify how to accomplish results and mitigate risks (PAPI & AC observations) • Using his coaching skills effectively to create change in others • Clear and concise communication: sometimes he repeats himself (PAPI & AC observations) • Being more open in difficult conversations: even though he says that he adopts a direct communication, his sensitive approach to others needs to be balanced (PAPI & AC observations) • Making timely decisions in difficult situations (PAPI & AC observations) • Focusing on talent development in his plans

Development Suggestions

Suggested Key Development Targets	Development Suggestions
	<ul style="list-style-type: none"> • Strengthening his leadership impact by communicating more openly, with a simple way • Using his coaching skills effectively to create change in others • Preparing effective business plan

Reporting | Sample Reports 2

In the reports prepared in Development / Assessment Centres, a section of development tips is included, aligned with key strengths and development opportunities.

*The sample report is an example of an assessment centre conducted together with the PAPI inventory

Leveraging Tips

To leverage your strengths you could

- Could you do more to ensure contributions from all individuals are given equal attention? As a leader, there are times where your influence could be needed to support your team members in voicing their opinions. Recognize when something important is being shared and express your support for it.
- Inclusion is more than just bringing others in, it is championing their contribution too. When you delegate successfully to others, ensure their work is recognized by other leaders in your organization.
- As a planner, it can be tempting to keep control of your plan and only share immediate steps with others, in order to prevent the plan being derailed. Be inclusive in your planning, sharing your plan widely and inviting feedback. Whilst this may mean you have less direct control over executing your plan, it will help you be more inclusive and likely enhance your plans. Sharing your plans with atypical stakeholders such as those more junior can be a powerful way to invite diverse feedback.

Development Tips

Some things you could try to develop your leadership

- Reflect on the last critical feedback you received. What emotional reactions did you experience? In the end, did you accept the feedback and make any behavioural changes? If not, why? Really consider the nature of the feedback and the intention of the feedback giver. Work to identify coping mechanisms that can help you process criticism more positively.
- If you feel stressed or under pressure, consider saying what you are feeling out loud. By vocalizing your feelings you will release some pressure and help encourage others to do the same, thus creating a more inclusive environment.
- Rather than seeing strategic planning overly abstract and lacking tangibility – try and frame your thinking of strategic planning as something that exists to check everyday goals and actions against.
- Use your strength of conceptual thinking for focusing on tangible actions to make the strategic plans of others more effective. Help them break down their high level goals into the smaller targets they need to achieve day to day to reach their overall strategic inclusion goals.

Online Assessment Tools & Inventories



Inventories by Level

LEVEL	TALOGY ONLINE TOOLS	ELEMENTALFLEX
Below Manager (non-team leading roles)	Factors Personality Inventory Logiks General Ability Test	FlexSpecialist - Mindflex Situational Judgment Test - Factors Personality Inventory
Young Talent (MT Programs)	Factors Personality Inventory Logiks General Ability Test Mindgage General Ability Test (Gamified) Potential Report	FlexMT - Mindflex Situational Judgment Test - Factors Personality Inventory - Mindgage General Ability Test (Gamified)
Manager	PAPI3+ Inventory 360 Degree Feedback Potential Report	FlexManager - MindflexPlus Situational Judgment Test - PAPI3+ Personality Inventory
Director / Senior Manager	PAPI3+ Inventory EIP3 Emotional Intelligence Inventory 360 Degree Feedback Leadership Climate	
C-Level (CEO, General Manager, Deputy GM)	EIP3 Emotional Intelligence Inventory PAPI3+ Inventory 360-Degree Feedback Leadership Climate Indicator	

About Talogy

World's leading talent management solution provider

- **RECRUITMENT**
- **TALENT MANAGEMENT**
- **DEVELOPMENT**



Over **30 million** assessments annually
Available in **50+ languages**, across **160 countries**



650 employees globally
25+ employees focused on **R&D**, Product Development, and Innovation
150+ Psychologists and **Psychometricians**



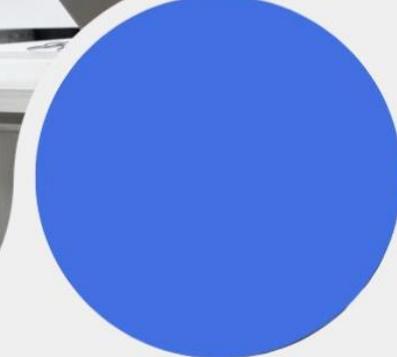
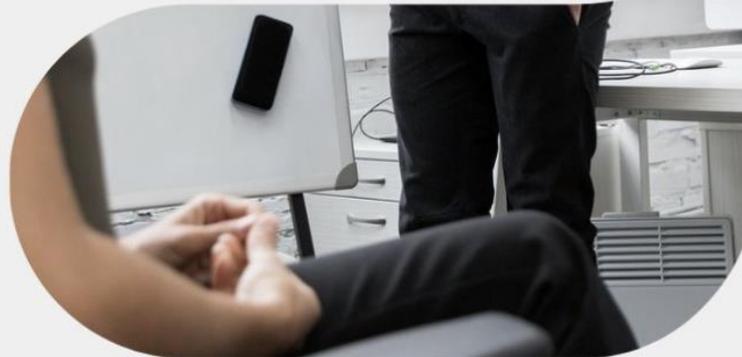
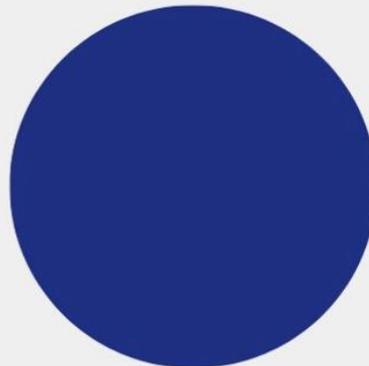
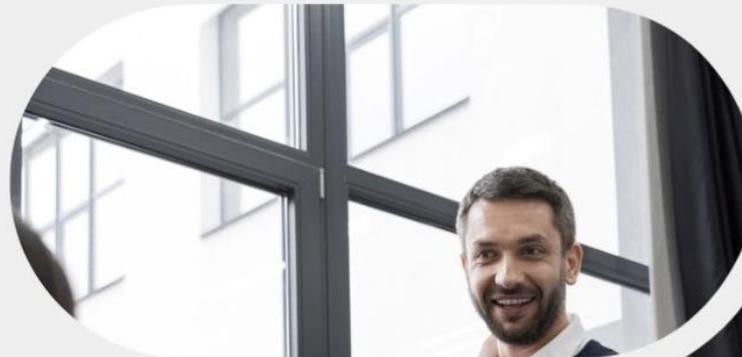
75+ years of expertise in assessment & development solutions

ELEMENTAL[®]
ASSESSMENT - COACHING - TRAINING
— VALUE —

P.A.P.I.[™]

Personality Inventory

TALOGY



P.A.P.I. Personality Inventory

P.A.P.I. (Personality and Preference Inventory) is a personality inventory that measures individuals' personality traits, work style preferences, and motivations.

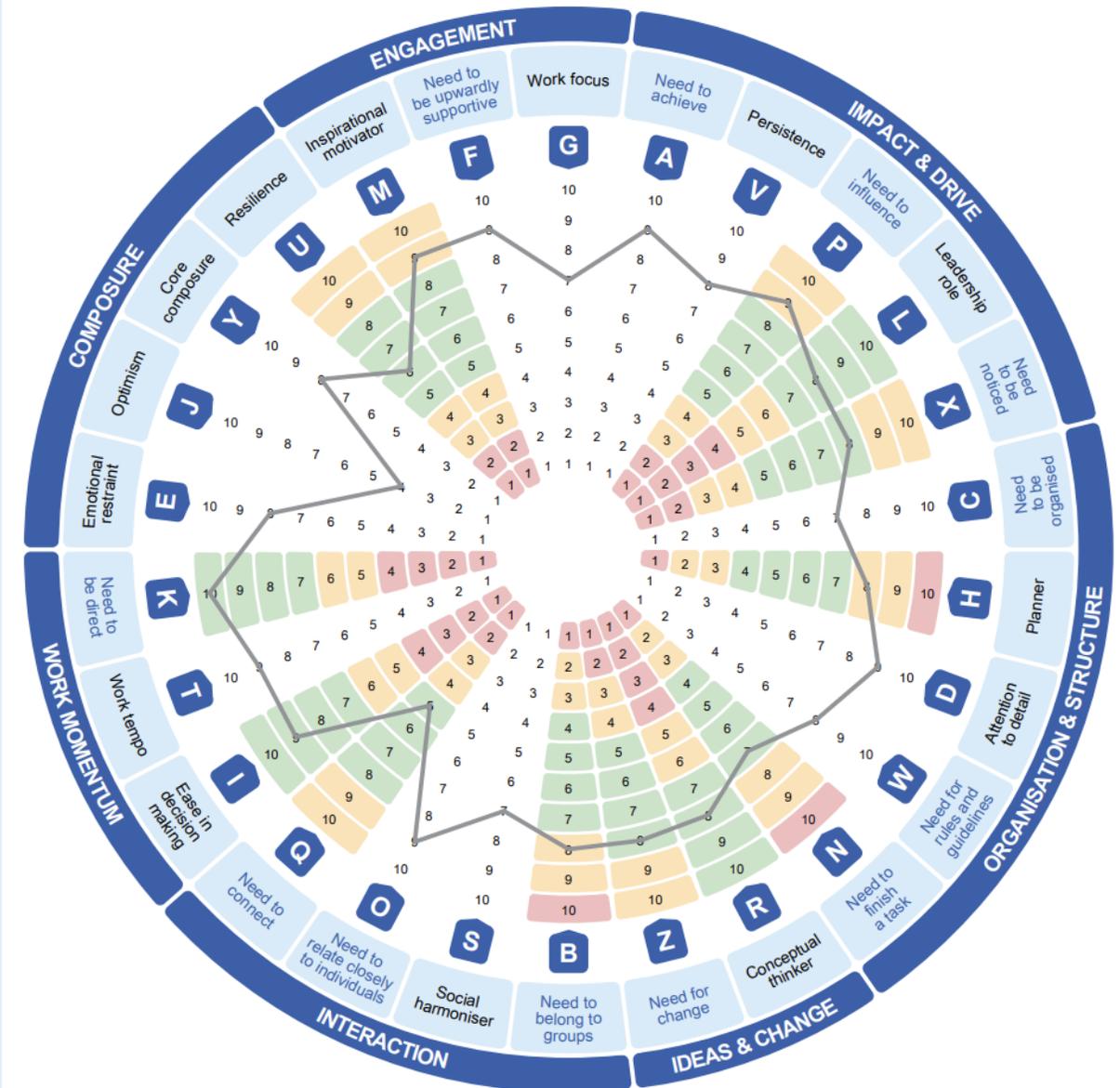
It is used to assess job fit, team compatibility, and leadership potential. It highlights how a person behaves in the workplace and what they need.

PAPI sheds light not only on what someone does, but also on why they behave that way.

Average completion time: 20 minutes.

PAPI N Profile

Time taken: 12 minutes, 2 seconds



P.A.P.I. Personality Inventory Competency Based Reports



Executive Summary Table

Competency	Score
Flexibility Leaders must be able to change their behavior and adjust their thinking to demonstrate their commitment to diversity.	Neutral
Authenticity Leaders need to be able to show their true selves and sincerely believe in diversity and inclusion. Leaders who are not genuine will not be able to connect with employees and gain their trust.	Strength
Open-mindedness Demonstrating a willingness to hear new information and perspectives is critical to appreciating diversity. Strong inclusive leaders seek out differing viewpoints and take extra steps to include others and challenge their thinking.	Neutral
Learning Orientation Inclusive leaders are curious and want to learn. They are consistently collecting data and information and are not afraid to change their minds with the addition of new information.	Strength
Empathy At the core of inclusivity is compassion and respect. One cannot appreciate and respect others who are different without considering the work from their perspective. Employees who feel understood and validated are happier and more committed.	Strength
Embracing Diversity Being open-minded and flexible leads to behaviours that embrace diversity like actively including others who bring different perspectives to the table. Leaders who embrace diversity are not afraid to engage in discussion and be challenged in their thinking.	Neutral
Humility Inclusive leaders need to be able to admit when they could be wrong or may have made a mistake. They cannot be tied to their beliefs or decisions and unwilling to change them if other options could be more effective.	Development Area
Managing Conflict With diversity can come conflict. Differing opinions could lead to challenging discussions. Leaders who are conflict avoidant are less likely to be inclusive. Inclusive leaders do not shy away from it and know how to effectively manage it so that it doesn't become antagonistic.	Strength

PAPI3+ Personality Inventory

It is used to assess job fit, team compatibility, and leadership potential.

It reveals how an individual behaves in the workplace and what they need.

PAPI sheds light not only on what a person does, but also why they behave that way.

Setting Direction

Building a Vision

- Showing high levels of commitment to the organisation's strategy, Ayşe Örnek will be a strong advocate for the senior decisions but may be unwilling to question and challenge them even if flaws become apparent.
- She sees the value of inspiring and engaging those around her. She is likely to cascade her commitment and enthusiasm for the organisation's strategy to others, to help inspire and motivate them towards the organisation's goals.
- With a strong preference for influencing others, she will work to ensure that team members follow her own position on the organisation's strategy and how the work of her team should be aligned with it. This may mean that she does not consider others' opinions adequately or encourage them to contribute, potentially reducing their buy-in to the strategy.

External Perspective

- Broadly comfortable meeting new people and developing new contacts from outside her direct working group, Ayşe Örnek may well develop some effective networks by making links with a number of stakeholders. Her network will help provide a source of information regarding the organisation, the industry and impending developments and changes.
- Whilst concerned about accuracy and quality, she may be too focused on the detail to take a sufficiently broad perspective on the organisation, industry and her customers.
- Likely to be driven to achieve, she will probably want to understand and respond to the needs of her sector. She may be well motivated to benchmark her team's success against internal and external sources.

Defining Priorities

- Whilst committed to specific projects, she is also aware that they serve a purpose in achieving over-arching goals and objectives, rather than being an end in themselves. She is therefore prepared to see projects through to the end and may be relied upon by colleagues to do this, but she is also likely to delegate work to others or leave it unfinished if it no longer meets the requirements of the business.
- When planning, prioritising and considering goals, she may focus more on novel and innovative options than she does on the more immediate practical issues and what is realistic to implement.
- Ayşe Örnek is likely to create thorough plans, thinking ahead to help define priorities and evaluating a range of approaches. This means she can think ahead to define priorities and anticipate problems that may arise.

Leveraging tips and development tips

Leveraging Tips

- Is her focus on motivating individuals or teams? How can exploring both of these approaches increase the impact she has on engaging others with the vision and strategy?
- How can she leverage her orientation towards personal success and achievement to set high standards from which to benchmark her performance and her team's performance?
- Can she provide support to senior colleagues, using her rigorous approach to planning to free them up to focus on broader and more strategic issues?

Development Tips

- Is she ever too readily accepting of management decisions? Would a more critical and challenging approach help her team to contribute to the overall vision and strategy more effectively? What are the barriers to doing this?
- Consider how developing a wider network of people might provide more sources of information and perspectives to increase her understanding of the market. Could any of her colleagues help her to increase her network through new introductions?
- When thinking through issues she should ensure the end goal and the constraints on the project are clear. She can then reduce the number of possible options she invests her time into and focus on a smaller number of achievable ones.

eip3

Emotional Intelligence Profiler



Benefits of Emotional Intelligence

Performance

Higher performance in the workplace

Loyalty

Lower employee turnover rates

Wellbeing

Physical, mental and psychosomatic wellbeing

Leadership

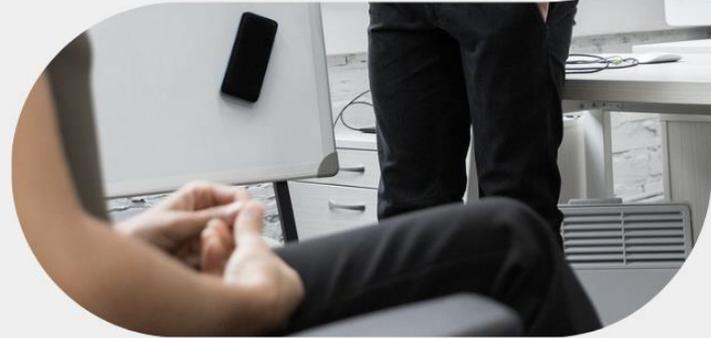
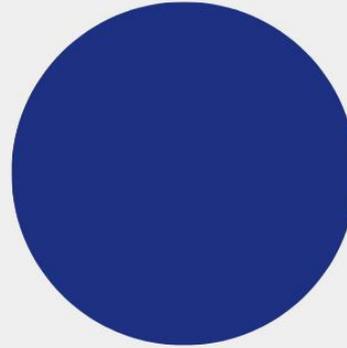
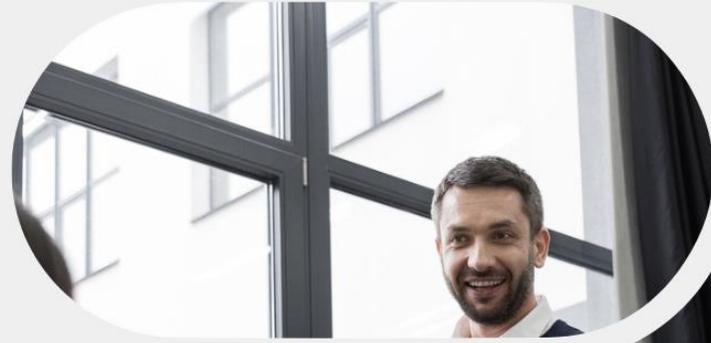
Positive leadership culture

Scales of Emotional Intelligence

	Personal Intelligence	Interpersonal Intelligence
Behaviour	Self Management	Relationship Management
Feeling	Self Awareness	Awareness of Others
Attitude	Self Regard	Regard for Others

Emotional Intelligence is made up of different parts, underpinned by our **Attitudes** that fuel our **Feelings** that drive our **Behaviour**.

360° Feedback



What is 360° Feedback?

Talogy 360 Feedback is a multi-rater assessment that gathers structured feedback from managers, peers, direct reports, and the individual to provide a holistic view of strengths and development areas.

WHAT IT DOES?

- Collects feedback from multiple stakeholders
- Highlights strengths and blind spots
- Provides clear development insights
- Supports coaching, leadership development, and talent decisions



Why 360° Feedback is Valuable?

- Creates self-awareness
- Improves communication & collaboration
- Accelerates leadership growth
- Builds a culture of continuous feedback
- Supports personalized development planning





How Does 360° Feedback Work?

- 1. Survey Setup** – Select competencies tailored to role or framework
- 2. Rater Selection** – Manager, peers, reports, stakeholders
- 3. Online Assessment** – Response collection via secure platform
- 4. Insight Report** – Visualized strengths, gaps, trends
- 5. Debrief + Development Plan** – Coach-led or manager-led



360° Feedback Benefits



- Increased self awareness
- Better Leadership & People Skills
- Evidence-Based Development
- Objective Talent Decisions
- Supports Coaching & Training Programs
- Easy Digital Experience

CTI: Co-Active Training Institute

*Global Language of
Leadership*





Co-Active Training Institute Coaching Programs

Gain holistic coaching skills in intellectual, emotional, intuitive and behavioral dimensions with the ICF-certified Coaching Program offered by Co-Active Training Institute, one of the world's most established coaching schools.



ICF accredited education



Holistic development and leadership skills



Access to the global coaching community



Experiential learning model

What is Different About the Co-Active Model?

Unlike many coaching trainings around the world, the Co-Active Coaching Program does not only provide technical skills; it is structured on the foundations of personal transformation, depth and relationship focus.

For this reason, the CTI Model is a guiding reference and a way of life for coaching programs.



Benefits of Co-Active Coaching Program



- Accelerated Performance & Productivity
- Accelerated Productivity
- Higher Employee Engagement & Retention
- Enhanced Collaboration & Relationships
- Improved Teamplay Capabilities
- Greater Adaptability & Change Readiness
- Better Decision Making
- Increased Accountability
- Stronger Organizational Culture

Co-Active Coaching

The **Co-Active® Model** is a *proven coaching approach that combines personal insight with purposeful action*, helping individuals grow their leadership capacity, navigate challenges, and create lasting change.

Everyone has the capacity to find their own answers, make choices, and take action. **Coaching empowers—not fixes.**

Unlike more directive coaching schools, the **Co-Active® Model** emphasizes *whole-person awareness, presence, purpose, and transformation—helping clients grow not only in what they do, but in who they are.*

The **Co-Active® Model** views people as *naturally resourceful* and focuses on presence, whole-person awareness, and deep transformation through intentional action.



Thank you



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