

Odyssey.

New angles in assessment and development centre exercises



Portfolio Overview

Odyssey is a diverse portfolio of leading- edge assessment & development tools.

Like a journey or an adventure, exercises developed using the Odyssey approach have a theme, with a beginning, middle and an end.

Designed to evoke a range of human emotions and motivations, using an Odyssey exercise will ensure that your assessment or development event is challenging, memorable and inspiring.

All Odyssey exercises are underpinned by the principles of:

- **Engage** your participants so you see high performance and real behaviours
- **Challenge** your participants to see their true potential in response to exercises that reflect real business challenges
- **Insight** – for both you and the participant
- **Usability** – observer and participant-friendly

The portfolios

All of the assessment and development exercises available within Odyssey are based on a case study:

NWP

New World Power (NWP) is a recently re-formed energy company keen to sponsor a community-based project to rejuvenate a run-down part of London, and position itself more positively in the marketplace.

The intended rejuvenation project involves a number of complex issues, ranging from attracting new businesses, whilst keeping the local community on board, addressing social deprivation issues, through to project managing the launch of the event and managing internal staff engagement. Some exercises also require participants to respond to the added dimension of the internal politics and influencing needed to ensure a project of this size is successful.

*The NWP series is aimed at **junior to senior level roles** that have a requirement for strong communicating & influencing skills and an ability to balance business needs with a customer focus.*

CVM

CVM is a large multinational organisation that has recently taken over “...of the earth” plc, a UK based retailer of natural health foods and related products.

A new management team has been put together to establish a vision and business strategy for “...of the earth” called the “Future of the Earth Team”. As a member of this team, participants have to address a wide range of challenges ranging from how to translate top level strategy into actions, exploring branding and service options through to influencing key stakeholders within both organisations.

*The CVM series is aimed at **junior to senior level roles** that have a requirement for a strong strategic and innovative approach.*

CypherTech

CypherTech is an innovative and high profile UK based telecommunications company, which provides services to consumer, business, and government clients. As part of a strategy to develop services and expand globally, it has recently acquired the patents to a revolutionary new technology.

A project team has been put together to develop this new product, taking it from conception through to market launch. The team now faces a range of challenges to get the product ready for market, including choosing a product, identifying potential markets, sourcing suppliers and engaging customers.

*The CypherTech series is aimed at **junior to mid level** roles, including those working in non-management positions within functions such as sales, marketing, and customer services.*

NERO

The **National Environmental Research Organisation** (NERO) is a UK based research organisation that has recently restructured due to a significant decline in traditional funding sources.

The organisation now faces the tough challenge of consolidating these changes and is looking to its leadership population to provide clear direction in this difficult time. The exercises draw on the challenges of being a senior manager in this context as well as those associated with being involved in the development of a strategy for the future.

*The NERO series is aimed at **middle to senior level** roles that have a clear requirement for strategic focus, change awareness and leadership skills.*

Miramar

Miramar is an international pharmaceutical company which is seeking to shake up the leadership culture within its Avon Research Centre (ARC).

To this end the Centre of Leadership Talent (CoLT) has been established to drive forward the envisioned radical changes. As a member of the CoLT team participants will have to demonstrate strong leadership skills and not only a strategic awareness, but the ability and drive to translate this vision into action.

*The Miramar series is aimed at **senior to executive level** roles with requirement for strong strategic awareness with a focus on implementation.*

A diverse range of exercises are available within each portfolio. Types of exercises available within Odyssey:

Analysis Exercises:

- Written
- Presentation

Role-play Exercises:

- Influencing
- Coaching
- Fact-finding
- Colleague
- Leadership
- Customer
- Group

Group Exercises:

- Assigned roles
- Non assigned roles
- Presentation
- Focus group

Fact-finding

Project planning

Strategic planning

Visioning

Detailed information sheets are available for each of the portfolios listed. Each case study information sheet outlines the scope and nature of each of the exercises available within that portfolio, timings and competencies measured.

For more information or to place an order, please contact us on 01273 734000 or email odyssey@critterionpartnership.co.uk