



TALENT & LEADERSHIP CONSULTING

Overview

TSP's Talent and Leadership Consulting team has been a principal player in the Life Science industry for more than a decade, helping to support organizations to discover, assess and develop talent. TSP blends the art and science of talent development and talent acquisition to fuel growth for individuals and teams. Our team helps you assess future and current employees using data and insights pulled from listening, observing, and using strategic tools. We consult, facilitate, and coach - always focusing on understanding critical competencies.

Our team is led by tenured Industrial/Organizational Psychologists and Certified Executive Coaches who support our clients with customized and thoughtful solutions that empower candidates, employees, and organizations to make better decisions around talent and growth. We build trusted, long-term partnerships through our flexible, consultative approach. We listen and learn to understand your needs and help set your team up to be successful. We understand that critical success factors and behaviors matter when aligning people, roles, and skillsets, and foster stronger, more productive teams. Whether your team needs help in one area or many, we define what support looks like for you.

We are experienced. We are partner focused. We are curious about your challenges, and we meet you wherever you are in your journey.



Solutions We Offer During Selection:

tspINTERVIEW

Our customizable interview guide development and interview training solution can be utilized as a comprehensive package or just the specific components that fit your needs.

tspINTERVIEW can include any of the following:

- Competency Model Development
- Interview Guide Development
- Interview Best Practices Training

tspASSESS

Our Executive Assessment process is a high-touch, in-depth measurement and evaluation for senior leaders, which includes personality testing and behavioral interviewing. This solution can be customized for other levels and is also applicable beyond the selection phase for ongoing development needs, high-potentials, and succession planning.

In addition to Executive Assessment, we offer a variety of other, customizable assessments to add depth and value to your selection process at all levels. These include:

- tspFOCUS: Our proprietary, customized online assessment designed to assess critical competencies through specific, job-relevant situations
- Role Plays
- Case Study
- Personality Testing

Our selection tools are never treated as “hurdles” but are designed to facilitate richer, more impactful conversations with candidates and allow candidates many opportunities to demonstrate critical skillsets. These tools help leaders uncover biases and probe on attributes aligned (or misaligned) to culture and role.

Solutions We Offer for Development:

tspCOACH

We help leaders reach their goals through targeted, one-on-one coaching.

We offer several types of coaching engagements from short-term (i.e., 90-day) to 6-month+.

We provide Career, Onboarding, and Executive Coaching.

tspTEAMBUILDER

Delivered through workshops and/or group coaching, we help teams come together through an understanding of preferred communication styles and tools to help manage conflict effectively.

tspDEVELOP

We offer a variety of leadership workshops to support talent development. Topics could include:

- Crucial conversations
- Change management
- Critical thinking
- Emotional intelligence
- ...and more - depending on your needs.

EXPERIENCE THE POWER OF PERSONAL