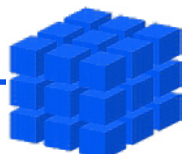




product briefs



e-trays

KCP has extensive experience of developing simulation activities, gained over many years. Historically, “in-tray” or “in-basket” activities were designed to reflect the paper based correspondence that managers and others had on their desks - letters, memos, reports etc.

The more or less universal use of both internal and external email has, however, meant that conventional paper simulations no longer mirror the world of work.

At the same time, the exponential growth of online test administration has enabled assessors to gather data at arms length, at any time, and anywhere across the world.

For these reasons, KCP has developed a number of online simulation activities that look and operate much more like a typical workplace of the 21st century.

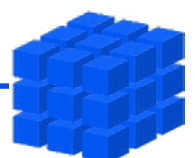
We offer two forms of e-tray:

- situational e-trays
- free-response e-trays

Situational e-trays are a unique development. Using the principles of situational judgement tests - presenting candidates with lifelike scenarios and presenting various action options - our situational e-trays go a step further by addressing consequences.

Instead of a candidate merely selecting their most (and sometimes least) favoured option, our groundbreaking approach causes one decision to lead to another and another. This, of course, reflects what happens in the real world - a decision I take today will have consequences in the future which must also be dealt with.

Free-response e-trays are more akin to conventional paper in-trays. Although action options are sometimes provided, candidates also have the opportunity to provide a free response explaining their thought processes.



situational e-trays

Ventura

Set in a hotel/resort complex, Ventura requires the candidate to prioritise his/her inbox, and then deal with 6 emails. Options are provided, and the candidate must decide on the best option. Each decision leads to a **consequence** which also has to be dealt with, and then to another.

Competencies

- Prioritising
- Judgement
- Customer focus
- Commercial awareness

Suitability

- Junior managers
- Graduates
- Senior administrative personnel

Activity format

- Online administration and reporting

Viva - integrated assessment

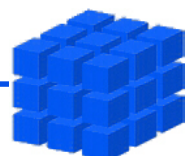
Viva is an integrated, online assessment tool, consisting of:

- Ventura (as above)
- Verbal Reasoning Test
- Numerical Reasoning Test
- Personality Questionnaire

Causa - integrated assessment

Causa is an integrated, online assessment tool, consisting of:

- Ventura (as above)
- Verbal Critical Reasoning Test (SVT)
- Numerical Critical Reasoning Test (SNT)
- Personality and Motivation Questionnaire (MAPP)



free response e-trays

Heritage Theatre

Set in a theatre environment, the Heritage Theatre e-tray requires the candidate to organise and prioritise a broad range of issues affecting the theatre including HR problems, financial matters, marketing and customer relations.

Competencies

- Prioritising
- Action planning
- Decision making
- Written communication
- Commercial awareness

Suitability

- Middle managers
- Junior managers
- Graduates

Activity format

- Online administration and reporting

Anglo-European Bank

Set in a bank, the AEB e-tray embraces a range of strategic and operational issues. Candidates are required to organise and prioritise as well as choose decisions to make and communicate these effectively.

Competencies

- Prioritising
- Action planning
- Decision making
- Written communication
- Strategic awareness

Suitability

- Senior managers
- Middle managers

Activity format

- Online administration and reporting

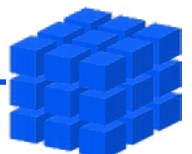


prices

Administration:
■ **online**

	£
Online:	
Ventura situational E-tray admin and report	15.00
Viva Integrated admin and report	60.00
Causa Integrated admin and report	175.00
Heritage Theatre E-Tray admin and report	33.00
AEB E-tray admin and report	33.00

** Subject to VAT @ 20%*





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