Participant Experience

Enhancing the impact of leader development through Voyager talent assessment
“Hide not your talents. They for use were made. What’s a sundial in the shade?”

Benjamin Franklin
OVERVIEW

Participant Experience

After 75 years delivering cutting-edge executive development, IMD continues to seek new approaches to increase the impact of leader development on performance. Voyager assessments are one of the levers that we identified and developed in order to facilitate more focused, personalized learning.

To effectively leverage Voyager as a tool for strengthening your pipeline of leadership talent, it is vital to consider the participant experience. We have designed the participant experience to be scalable while addressing the five opportunities that our research identified to increase the impact of talent development on performance.

**Ease of use/face validity:** if it doesn’t feel easy to use and look relevant to leaders, people simply won’t engage. Our years of experience of working with leaders have honed our ability to create interfaces that are engaging and easy to navigate.*

**Data quality:** Experiences that feel relevant and low-stakes (e.g. clear focus on development) produce better quality data. We carefully set the tone and use engaging tools such as immersive games whenever possible.

**Andragogy:** Voyager assessments are a learning tool in themselves. The micro-journey is designed to facilitate ‘the inner work’ of adult development.

**Motivation to develop:** Putting the tools and experience in the wider leader and industry context, making it personalized and generating actionable insights all increase the motivation of leaders to follow through.

**Transfer and impact:** Transfer of learning and application to real-world issues is where the rubber hits the road. We use every opportunity across the participant experience to facilitate transfer, including options to involve line managers and coaches, personalized content feed and automated nudges based on participant reflections and IDPs.

*We can also connect Voyager to your own HR systems, such as your LMS and LXP.*
Setting the Scene
Welcome video provides positioning for the developmental process in the context of the changing business environment

Overview of process

Preparation
Before receiving their report, participants must interface with explanatory material from our Faculty that explains the report.

Participants also complete a Business Challenges review to reflect on their context (which can be used to tailor nudges).

Data Gathering
Where possible, our assessments deploy new technology including serious games and AI interfaces, all grounded in the relevant industry context where feasible

Reports
Reports are accessed digitally by participants. There are a range of support options available, including a Hotline, coaching (internal or external) and chatbot (TBA). Completion of reflection guide.

Report Output
- Reports are highly personalized, in terms of narrative and recommendations. They consider not only the individual drivers in the context of the IMD Future Ready leader algorithm, they also look at the interactions between variables in order to pinpoint development priorities and strengths to be leveraged.
- There are a range of assessments, including Know-How, Motivation/Identity and Situational Judgement. These are designed to be modular, so stand alone or to be used synergetically.
Development Recommendations

- Reports offer a wealth of personalized actionable suggestions and recommendations.
- Development suggestions include activities, tools and resources that can be applied on the job, recommended experiences and exposure.
- Development recommendations also include formal learning. The default recommendations are for IMD programs, but we can tailor the recommendations to include your learning assets if preferred.
Through an evidence-based integrated approach to talent development, we can:

- **Increase the impact** of leader development on performance
- Provide a seamless **business-relevant learning journey** with immediate benefits for job performance
- **Increase ROI** for talent development investments
- Support individuals to achieve their **full potential faster**
- Ensure that organizations have the talent they need to deliver their strategy today and sustain success tomorrow by developing **Future Ready capabilities**
- Harness diverse sources of talent, tapping into broader talent pools

Build Talent for Today & Tomorrow

Continue the conversation to learn more about IMD’s Strategic Talent Development at https://www.imd.org/research/initiatives/voyager/