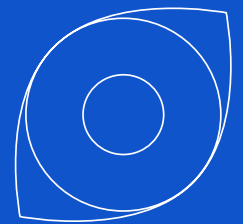


Executive Assessment and Development in Greece:

What Drives Companies' Increasing Interest?

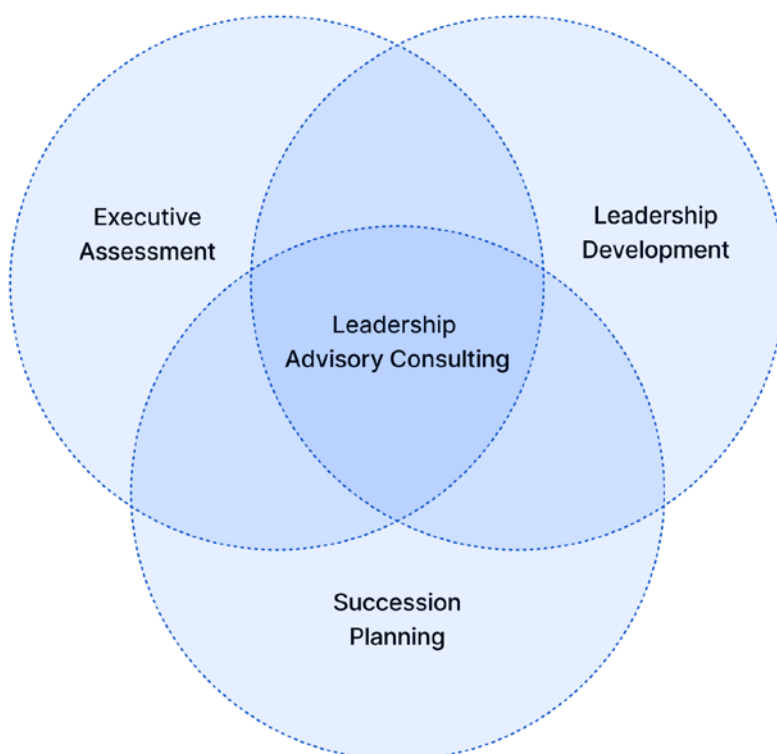
Dimitrios Adam | Regional Advisory Leader for Assessment and Succession Planning, EMEA
Eirini Politou | Associate at Stanton Chase Athens



How can I develop my leaders? How do I approach my company's succession planning? How can I identify talent in my organization?

These are critical questions that more and more C-level and HR executives spend their time and effort on. These questions are increasingly being asked by organizations, something that is not specific to Stanton Chase Athens but has been observed across the EMEA region.

This surge in interest in terms of executive assessment, leadership development, and succession planning is indicative of a broader recognition of the strategic value these services offer in enhancing and improving organizational leadership capabilities.



Why Are More and More Greek Businesses Turning To Leadership Consulting?

At Stanton Chase, executive assessment is far more than just an ordinary service. It stands out from the offerings you might find elsewhere due to our thorough and methodical approach, and the fact that each executive assessment is tailored to the unique demands and context of our clients' organizational needs.

Whether the executive assessment you're interested in involves matching candidates with established competency frameworks or developing a custom-designed process for special roles in collaboration with stakeholders, our executive assessment process delivers important insights that you won't find elsewhere. When we assess an executive, we delve into more than just past performance; instead, we explore capabilities, personality traits, core values, and motivations to provide a complete overview of a candidate's potential.

When executed in this manner, executive assessment not only serves the decision-makers well but also enriches the experience for the candidates themselves and improves the organization's reputation as an employer, thanks to the constructive feedback provided regardless of the recruitment outcome.

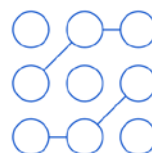
The Benefits of Stanton Chase Athens' Executive Assessments

Thorough, comprehensive, and detailed approach



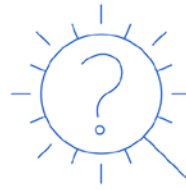
Customized to client's specific organizational needs

Inclusion of competency frameworks and stakeholder collaboration



Unique, insightful analysis of executive potential

Evaluation beyond past performance
to assess deeper qualities



Insightful overview of candidate
potential for better decision-making

Enhanced candidate experience



Improved organizational reputation
through constructive feedback

The rising interest in leadership consulting in Greece may be attributed—but not limited—to the following factors:

1. The Rapidly Changing Business Environment:

Leaders must now be more flexible and strategic than ever due to economic shifts, technological progress, and evolving consumer needs. Companies are seeking leadership consulting services to help them adapt to these complex changes.

2. Increasing Competition for Talent

With widespread shortages of skilled individuals, it's becoming harder to find the right leaders. Businesses are looking towards leadership consulting to help develop existing employees into leadership roles.

3. Strategic Leadership Alignment:

Organizations are increasingly recognizing the need for leaders who are not only adept at navigating current challenges but are also strategically aligned with the company's long-term vision and culture. This recognition stems from the understanding that effective leadership is critical for sustaining growth and a competitive advantage.

What Greek Businesses Need to Know About Executive Assessment and Leadership Development

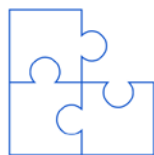
The evolving business landscape and continuing talent shortages highlight the importance of strategic leadership development. Greek organizations must leverage the value these services offer in order to cultivate resilient leaders who are capable of navigating challenges.

Investing in executive assessment and leadership development programs can help mitigate talent gaps and ensure strategic continuity. This can transform potential obstacles into opportunities for growth and innovation.

The shift towards more strategic talent management and leadership development practices stems from the need for a proactive approach to identifying and nurturing leadership potential. It enables Greek organizations to enhance their competitive edge and improve their agility.

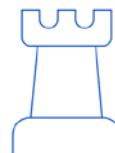
How Greek Businesses Benefit from Executive Assessment and Leadership Development

Cultivation of resilient leaders who can navigate challenges



Mitigation of talent gaps within the organization

Assurance of strategic continuity in leadership roles



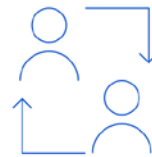
Transformation of potential obstacles into opportunities for growth

Fostering of innovation within
the business



Enhancement of competitive edge
in the marketplace

Improvement in organizational agility
and responsiveness



Guiding Leadership Excellence

The growing trend of leadership advisory services in Greece highlights a critical evolution in how organizations approach leadership development and strategic talent management.

By embracing these services, Greek businesses can gain a competitive advantage by ensuring they have the leadership capabilities required to navigate and thrive in today's dynamic business environment.

We encourage organizations to consider how leadership consulting, particularly executive assessment and leadership development, can play an important role in their growth and success strategies.

About the authors



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[Dimitrios Adam](#) is a Consultant at [Stanton Chase Athens](#) and the Regional Advisory Leader for Assessment and Succession Planning in EMEA.

Dimitrios holds a Ph.D. in Psychology from Curtin University. His other degrees include a Master of Science in Industrial/Organizational and Business Psychology from University College London (UCL) and a Bachelor of Science degree in Psychology from the University of Roehampton. He also regularly conducts lectures on psychometrics and its practical applications in various settings as a part-time guest lecturer.

Eirini Politou

Eirini Politou, an Associate at Stanton Chase Athens, is an organizational psychologist with a Bachelor's degree in Psychology from Aristotle University of Thessaloniki (AUTH). She recently completed her Master's degree in Human Resources Management from Athens University of Economics and Business and has co-authored this piece.

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