

Thomas assessments helped SA Airlink shortlist employees for their new Leadership Development Programme.



Airlines

1,600 staff

Over 50

commercial jetliners



Objectives

→ Airlink had to objectively select 25 employees from 74 nominated employees to attend a new Leadership Development Programme (LDP)



Results

- ★ Used the results from Thomas assessments to successfully rank the employees based on their leadership potential and trainability
- ★ All nominated employees received individual development feedback on their assessment results which assisted with creating self-awareness to better understand their strengths and development areas

INTRODUCTION

SA Airlink's origins are rooted in three small airlines, Magnum Airlines, Border Air and City Air, which merged to form Link Airways in the 1980s. Link Airways was liquidated in 1992. After Rodger Foster and Barrie Webb, the two founders, had successfully bid for the business, they named the newly acquired airline 'Airlink'.

The airline has developed into South Africa's first feeder network, specifically aimed at linking smaller towns, regional centres and hubs throughout South Africa.

THE CHALLENGE:

Airlink wanted to introduce a Leadership Development Programme (LDP) as a way of investing in its future leaders. Employees who showed leadership potential were nominated based on their performance in their current roles, and 74 employees were nominated to attend the LDP. Airlink could only accommodate 25 employees on the first intake of the LDP and so needed an objective means of selecting the 25 employees.

THE SOLUTION:

Airlink chose Thomas International's psychometric assessments to evaluate the nominated employees objectively. Thomas' leadership potential assessment, the High Potential Trait Indicator (HPTI) and aptitude assessment General Intelligence Assessment (GIA) were used to rank employees..



The feedback sessions and reports were very useful and explanatory. Staff were given the opportunity to ask questions and the Thomas team was extremely patient and accommodating.





Any type of selection decision can be daunting on organisations as they attempt to make fair decisions. By using psychometric assessments as means to objectively predict performance, we provide valid and reliable results to organisations to assist them to make scientifically sound decisions.



THE RESULT:

The Thomas psychometric assessment results assisted Airlink by providing them with valid and reliable information regarding each assessed employee's leadership potential and trainability. They could therefore follow a fair and accurate process in selecting the 25 best ranked employees to attend their first ever LDP.

This was significant as employees with higher leadership potential and higher trainability were more likely to respond better to the content of the LDP and apply the insights learnt with greater ease. The cost of an LDP is substantial to the business and by using scientifically proven results to predict performance, the likely return on investment for Airlink on their LDP will be notable.

The HPTI measures personality traits proven to predict a person's likelihood of success as a leader as well as possible risk for derailment. Employees could score a 1, 2 or 3 per HPTI trait:

- 1 score for either low or excessive traits as these might decrease leadership effectiveness
- 2 score for a moderate trait as the trait might be easier to develop into the optimal zone
- 3 score of traits in the optimal zone.

The GIA measures a person's aptitude and ability in order to predict a person's response to training, mental processing speed, concentration and fast track potential. The employees could once again receive a score of 1, 2 or 3:

- 1 score for employees whose GIA results were less than other people in the population group
- 2 score for employees whose GIA results came out as same as other people in the population group
- 3 score for employees whose GIA results came out as more than other people in the population group (as this typically predicts faster learning and mental processing, as well as higher levels of concentration and ability to fast track their potential).



Overall the service received from Thomas was excellent as assistance was always a phone call or email away.



Tools used

 **GIA**
General Intelligence Assessment

 **HPTI**
High Potential Trait Indicator

For more information about how we can help deliver confidence for your organisation, get in touch



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