

**VEREDUS**

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**Leadership &  
Talent Assessment**



# WHAT WE DO

The Veredus Leadership & Talent Assessment practice brings together **Chartered Occupational Psychologists, Business Psychologists** and **senior assessment specialists** with deep expertise in assessing and developing leadership capability at senior and executive level.

We design **bespoke, role-specific assessment solutions**, combining our experience with the intelligent use of a wide range of validated assessment and development tools. As an independent practice, we are not aligned to any single test publisher or provider, allowing us to select the most appropriate methods for each context and objective — rather than forcing a one-size-fits-all approach.

Above all, we work in close partnership with our clients to build a deep understanding of their organisation, leadership context and success criteria. This enables us to provide clear, practical advice and assessment processes that deliver meaningful insight and lasting impact.





# PROBLEMS WE SOLVE

Leadership assessment and advisory are most valuable when the stakes are high and the margin for error is low. We support organisations facing complex leadership decisions by providing clear, evidence-based insight into capability, potential and risk - enabling confident appointments, stronger succession planning and better long-term outcomes.





# OUR APPROACH

A structured, insight-led approach to high-stakes leadership decisions.





# EXECUTIVE ASSESSMENT

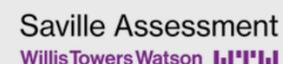
Our executive assessment combines robust psychometric data-driven insight with senior, psychology-led judgement to provide a clear, evidence-based view of leadership capability and potential.

Candidates complete a comprehensive psychometric assessment battery ahead of an in-depth, situational-based interview and validation session led by a Senior Occupational Psychologist. This approach allows us to explore not just what leaders have done, but how they think, lead and make decisions under pressure.

By integrating psychometric data with a detailed one-to-one validation session, we probe the leadership qualities that matter most for the role. Open-ended situational-based questioning enables us to test assumptions, gather rich behavioural evidence and provide clear insight to support final panel interviews and decision-making.

We produce tailored individual reports for each candidate, designed around your requirements. These can range from concise executive summaries to more detailed analysis of strengths, risks and development areas, aligned to your leadership framework.

We are tool agnostic, and so we work with a wide range of leading psychometric tools, selected to suit the context and objectives of the role. These may include: Wave Professional Styles, the Hogan battery (HPI, HDS and MVPI), FIRO-B, NEO-PI3, TK Conflict Mode Inventory, Watson Glaser Critical Thinking Appraisal and SWIFT Executive Aptitude Test.



# STAFF/STAKEHOLDER ENGAGEMENT EXERCISE

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For senior appointments, it is essential to understand how candidates engage with challenge, influence others and build credibility with the people they will work with day to day.

Our **Staff & Stakeholder Engagement Exercise (SEE)** provides structured insight into how shortlisted candidates interact with internal peers and stakeholders. It allows clients to assess communication style, leadership presence, listening skills and response to challenge in a realistic setting.

Each candidate attends a facilitated session led by an Occupational Psychologist. A role-relevant topic is agreed with the client in advance. Candidates prepare a short verbal presentation, followed by an interactive discussion with a staff panel or focus group.

The exercise provides practical, real-world evidence of leadership effectiveness, complementing interview and psychometric assessment.



# ASSESSMENT DESIGN

Our assessment design process begins with a thorough role and context analysis to define what excellence looks like in practice. Working closely with key stakeholders and subject matter experts, we identify the behaviours, capabilities and decision-making demands required for successful performance in the role.

This insight directly informs the design of realistic, role-relevant assessment exercises, ensuring a high level of accuracy and credibility. Depending on the brief, these may include group exercises, work simulations, analytical tasks, in-tray exercises or project-based scenarios.

All exercises are designed in-house and rigorously piloted. We test content, instructions, timings and scoring frameworks to ensure a robust candidate experience and the collection of high-quality evidence against agreed competencies. This approach enables confident, defensible assessment decisions.





# LEADERSHIP DEVELOPMENT: INDIVIDUAL

## Onboarding Coaching

The first 90 days in a senior role are critical. New executives must quickly understand the organisational context, build relationships and identify early priorities, while establishing credibility and momentum.

Our onboarding coaching is designed to support this transition. Using insight from the assessment process, we provide targeted coaching and tailored induction support to help new leaders navigate complexity, identify early 'quick wins' and make a strong, confident start in role.

## Executive Coaching

Supporting ongoing leadership development is central to our work. Our executive coaching is grounded in a holistic, evidence-based approach, focused on understanding the individual, their context and the demands they face.

We design bespoke coaching programmes that draw on validated tools and psychological insight to explore leadership style, drivers, resilience and performance under pressure. Our Chartered Psychologists are fully qualified in the selection, use and interpretation of all instruments employed. Coaching packages are tailored to the needs of both the individual and the organisation.

# LEADERSHIP DEVELOPMENT: TEAM/BOARD/ORGANISATION



## Senior Leadership Teams & Boards

Senior leadership teams and boards need more than a standard away day. We take a bespoke approach to designing and delivering development workshops that focus on priority issues and deliver a clear return on investment.

Our work often includes targeted profiling of senior leaders using appropriate leadership development tools, enabling us to create a team-level view of strengths, gaps and opportunities. We work with you to define clear objectives and a practical development pathway to achieve the outcomes you want.

We take a creative, evidence-based approach to team development, with the aim of enhancing the collective impact of the leadership team.

## Leadership Advisory

Our leadership advisory support helps organisations navigate complexity, change and leadership risk. We work in close partnership with clients to understand context, challenges and strategic priorities, providing insight-led advice that supports effective leadership decision-making.

This may include assessing leadership capability and readiness, advising on succession and talent risk, and supporting leaders through periods of change or transition.

We also provide guidance on engagement and communication to help build alignment, confidence and sustainable ways of working across the organisation.

# PSYCHOLOGY-LED CONSULTANCY & DEVELOPMENT



## Succession-Linked Development

Effective succession planning requires more than role mapping. It depends on robust assessment to identify leadership potential, readiness and development needs.

We support succession planning through tailored assessment and development activity, underpinned by an initial diagnostic phase to understand organisational context, culture and future leadership requirements. Assessment activities are designed around the leadership qualities and competencies most critical to success, ensuring development is targeted, relevant and aligned to organisational priorities.

## Manager-to-Leader Coaching

Progressing from management into senior leadership requires a shift in mindset, capability and impact.

Our coaching for progression applies the same evidence-based principles as executive coaching, with a clear focus on supporting internal managers as they step into more senior leadership roles.

This support is often delivered as part of wider promotion or talent programmes, where we add value as an independent external partner, bringing objective insight and developmental challenge.

## Psychology-Led Consultancy & Diagnostics

We provide occupational psychology consultancy and diagnostic support to strengthen leadership capability, culture and skills across organisations.

This includes targeted diagnostic work, staff and leadership profiling, and the design of bespoke development workshops for leadership teams and employee groups. Typical themes include conflict resolution, managing difficult conversations, influencing stakeholders, team effectiveness, and values-led culture.

This support is practical, evidence-based and designed to complement wider leadership assessment.



# THE TEAM

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## Manne Guron

Manne is a Chartered Psychologist with over 20 years' experience in designing and delivering bespoke leadership assessments and development processes. He is chartered with both the British Psychological Society and the Swedish Psychological Society, and he holds both BPS Test User Occupational Ability and BPS Test User Occupational Personality Status in the Register of Qualifications in Test Use (previously known as Level A&B). He is also registered with the Health Care Professions Council (HCPC). As well as accredited to use a broad range of psychometric assessments, he has extensive experience of delivering large-scale assessment and development processes as well as tailored individual leadership assessments. His track record spans across the private sector and all public sectors, in particular Central Government, Education and Health. Manne is also an executive coach who delivers individual tailored coaching and on-boarding for critical senior roles. He also has a special interest in delivering tailored development activities for Senior Leadership Teams and Boards.



## Steven Bell

Steven is Director of Growth at Veredus, with over 20 years' experience in senior sales, business development and leadership advisory roles across the public and private sectors. He has spent more than a decade partnering with organisations to address complex leadership, capability and organisational challenges, working closely with senior stakeholders to deliver sustainable outcomes. Steven also leads the Leadership and Talent Assessment practice, working in close collaboration with the firm's occupational psychology team. He plays a key role in shaping assessment strategy, client engagement and the design of leadership assessment and development solutions. Steven brings a strong commercial and client-centred perspective to leadership assessment, combining deep experience of public and regulated markets with an understanding of how psychology-led insight supports effective senior appointments, succession planning and leadership development.



# WHO WE WORK WITH

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chwaraeoncymsu*

 Spire Healthcare

 Lincoln Bishop University

 ECMWF

  
Manchester University  
NHS Foundation Trust

# CONTACT

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