

# COMP METRICA Strategic Planning Exercise



The **Strategic Planning Exercise (EPS)** evaluates a candidate's ability to understand the organization's internal and external environment in order to establish strategic orientations and propose an action plan to resolve problems on a short-, medium-, and long-term basis. It also aims to evaluate a candidate's ability to process a large volume of information and data presented in various formats such as reports, memos, letters, surveys, etc.

## Description

- The candidate will be required to analyze each situation and write a five (5) page text on his/her branch's strategic vision, given the organization's internal and external environment.
- This exercise includes twelve (12) situations that may be encountered on the job.
- The Strategic Planning Exercise assesses nine (9) competencies.

## Targeted Clientele

Any organization that wishes to assess applicants for senior management positions.

## Conditions

### Duration

- Three (3) hours

### Correction Time

- Paper-Pencil Administration: Eight (8) business days

### Available languages

- English
- French

## Qualification Level

### Level B:

- Be responsible for the assessment process of candidates in your organization (e.g., employed by the Human Resource Department or hold a senior management position).
- Work for a consulting firm specializing, among other things, in personnel assessment.

## Competencies Assessed

### Communication

13. Ability to Manage Communications

### Leadership Skills

20. Acute Awareness of the Environment  
21. Strategic Thinking  
22. Ability to Mobilize

### Management Skills

47. Ability to Manage Human Resources  
49. Ability to Manage Financial Resources  
50. Planning Skills  
53. Ability to Control

### Entrepreneurship

57. Partnership Skills

