



PSYCHOLOGY GROUP

Excellence in Business. Excellence in People.

SOLUTIONS GUIDE

Inspiring excellence across Asia-Pacific





SELECT

You want the best candidate. We confirm their potential.

OPRA is a world-class distributor and developer of psychometric assessments. Designed by experts, OPRA assessments give you a deep and accurate insight into someone's potential as well as their values, drivers, and motivations.

Every day we assist organisations to dramatically enhance their productivity by supporting them to select the right people. We achieve this on the basis of a thorough understanding of role requirements as well as team and cultural fit.

In working with OPRA, you get access to several hundred tests; validated globally and supported locally.



PERSONALITY



CAREER/INTERESTS



ABILITY



INTEGRITY



SKILLS



ENGAGEMENT



SITUATIONAL JUDGMENT



LEARNING AGILITY



EMOTIONAL INTELLIGENCE



HEALTHY THINKING



VALUES



TEAM BUILDING

// Thank you so much for all the work your team has done to get us across the line with our new test platform. We are absolutely delighted the transition has gone so smoothly. //

Andrea Swan, National Manager Recruitment
New Zealand Police

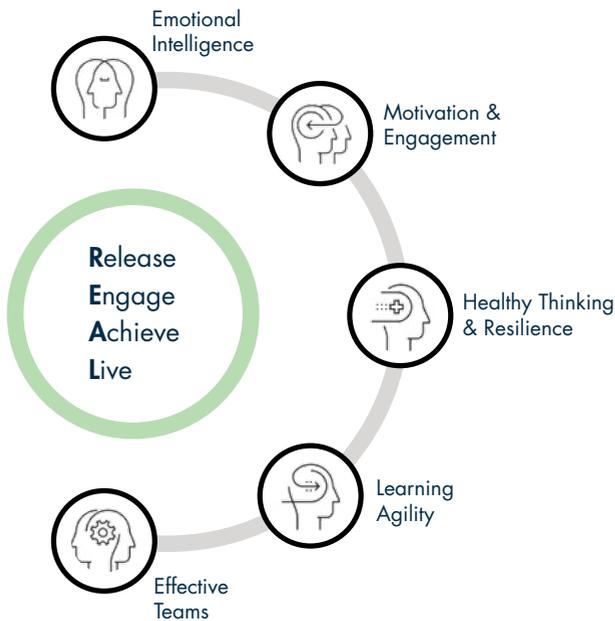


You want to grow your talent. We develop high achievers.

OPRA design and deliver award-winning leadership development and change programmes that produce measurable results.

Each Develop programme uses a combination of blended learning, and is supported by inspirational content and contemporary research. Not only does our approach make the learning more engaging, but provides greater assurance that knowledge will be embedded and that participants will experience sustained behavioural change

OPRA's Develop Courses



// OPRA has been first class at working to our tough deadlines and quickly gaining an understanding of the issues faced by a high performing business. //

Kelly Gough, People and Culture Manager
Silver Chef





SURVEY

You want a stronger culture. We uncover what's motivating your people.

Behind OPRA Survey is powerful analytics to give you a clear line of sight across all results.

Maybe you want to measure how your newest hire is fitting in or why an employee is leaving. Maybe you want to better understand how individuals feel about their job, the team, or workplace culture.

Whatever your reasons for conducting a survey, OPRA's expert survey templates make it easy to get started. In each survey, there are powerful analytics used to help reveal insights, trends, and give you a clear line-of-sight across all results. This is where the OPRA Survey plays a pivotal role.

- Psychologist and consultant prepared reports
- Easy to read charts and narrative
- Personalised questions and branding

With OPRA Survey you have the option of customised surveys and branded reports, with ready-to-use templates to suit a range of your survey needs.



360 SURVEY



POST-APPOINTMENT SURVEY



EXIT SURVEY



ENGAGEMENT SURVEY



SSC LEADERSHIP SUCCESS PROFILE 360 SURVEY

Did you know?

90% of new hires take up to six months to decide whether to stay or leave an organisation. You can proactively manage this risk with OPRA's Entry Survey.



ANALYSE

You want insights. We'll help make the connections.

If HR is serious about demonstrating its value, then we need to talk in terms of numbers and dollar return.

Let's be honest; predictive metrics are difficult to develop but without them we reduce leaders to reactive, tactical decision-making. At OPRA, we are passionate about gathering meaningful, predictive metrics, using research, but we don't fixate on the data. Instead, we target the insights they give us.

OPRA takes its lead from international experts in the talent space to guide organisations away from "so-what" analytics towards more actionable, predictive gains.

- Equip leaders to identify and nurture star performers against organisational goals (e.g. Competency Building).
- Focus everyone on priority areas for recruitment and what's important (e.g. Job Analysis).
- Funnel resources into areas of greatest impact.
- Fine tune your HR processes to ensure they are adding value (e.g. Validation Studies).



ACCREDIT

You want to build self-sufficiency. We provide the knowledge.

OPRA's accreditation programmes give you immediate access to a comprehensive, world class portfolio of tools to support the selection and development of staff.

OPRA accredited professionals are;

- Qualified to use OPRA's full range of psychometric, EI, and team building tools.
- Trained to understand the conditions of responsible and ethical assessment use.
- Skilled in online administration, scoring, and report generation.
- Equipped to deliver assessment feedback.
- Experienced in linking assessment results to selection criteria.



MATCHING NEEDS WITH SOLUTIONS

Let's face it. Doing business in today's marketplace is not easy. People are under more scrutiny than ever before to do more with less, to work smarter, and improve efficiencies under tight financial constraints.

To achieve these outcomes, organisations need a strategic partner who can combine a large dose of expertise, innovation and commitment to best-practice so you'll get solutions that have a lasting impact.

Our range of solutions is represented by our five business arms:

SELECT

DEVELOP

SURVEY

ANALYSE

ACCREDIT

// OPRA is a clear leader of Organisational Psychology and their solutions have given us great insights to help improve our people's awareness and safety performance. //

Stephen Falconer, Regional Finance Manager
Tip Top, George Weston Foods



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