



Future-Proof Leadership Assessments: Identifying Tomorrow's Leaders Today

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Welcome!



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Presentation **OUTCOMES**



-  **The Leadership Gap in a Tech-Driven World**
-  **Tech-Forward Simulations**
-  **Technology & AI-Enhanced Psychometrics**
-  **End-to-end Leadership Experience**

Evolution of Leadership Challenges

Early Digital Adoption & Traditional Leadership

1990's

Digital Transformation & Remote Work Foundations

2000's

2010's

2020

AI, Automation & Human-Centric Leadership

2023-Beyond

Technological disruption, remote work, and changing workforce expectations

Internet Boom & Globalisation

The COVID-19 Pandemic: The Remote Work Revolution



Trends Shaping Leadership



Source: McKinsey, Deloitte, HBR, PWC

Did you know?

55%

of CEOs reported **developing** the next generation of leaders as their top challenge

50-70%

of leaders, whether recruited externally or promoted from within, **face failure** within the **initial 18 months** of taking on their new roles

45%

of managers say their organization **isn't doing enough** to develop future leaders.

72%

of leaders report **feeling burned out** by the end of the day, an increase from 60% in 2020

89%

of global CEOs and C-suite leaders feel that their own senior leadership team needs to undergo **meaningful change**.

Source: Katrin Kizilkan (2024), Reynolds Russel (2024), Thommas Griffin (2024), Christina Gialleli (2025), Ryan Brandshaw (2025)

Future-Proof Leadership Assessment Roadmap

Tech-forward
Simulations

Future-Ready
Leadership
Competencies

Technology & AI-
Enhanced
Psychometrics

End-to-end
Leadership
Experience

01

02

03

04

Leadership Competencies of the Future

Knowing which forces to be aware of is not enough. We need to assist leaders in developing specific skills and competencies that will equip them to deal with those forces.

Source: World Economic Forum 2025



Ability to work with AI and Big Data



Creativity and systems thinking



Leadership and Social Influence



Environmental Stewardship



Empathy and Active Listening



Resilience, Agility and Flexibility



Motivation and Self-awareness



Analytical Thinking

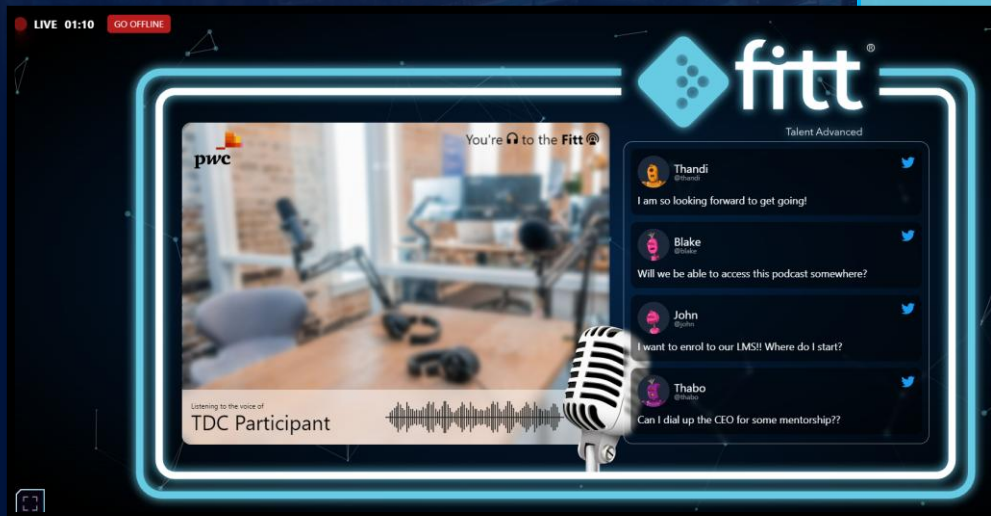


Technological literacy

Exploring Innovative Leadership Assessment Approaches

Simulation-Based Assessment

- Simulates real-world leadership dilemmas with no clear-cut answers.
- Simulated leadership scenarios that test **real-time decision-making**.
- Tests how leaders **react to crisis, conflict, and uncertainty**.
- Encourages **critical thinking & ethical decision-making**.



Immersive Technology for Strong Simulations

**“the more senses
involved, the more real
a simulation will feel”**

Edgar Dale

Tech-Enhanced Simulations

VR, AR and Mixed Reality - bringing simulated environments to life

Enabling interaction with simulated environment



Tech-Enhanced Simulations

Gamified Simulations

fitt

You and your team have been hit by an unexpected cyber attack! You are **locked** in a digital world. But, there is a window of opportunity.

In **20 minutes** the system will crash, locking you inside. Solve the puzzle to escape on time. You need **5 keys** to escape.

ATTEMPT ESCAPE!

Select the right **tool**, or stay stuck in this cyber pool

Clues

- Entertainment streaming, to ensure the kids stay beaming
- Manage your project like a pro, else your impact may be low
- Keep face, sell your car on our dedicated marketplace

- The issue of workplace skills is burning, here we are dedicated to learning

Practical Example

Using technology to bring a media simulation to life

- Camera and lighting equipment
- Audio (for countdown and sound of cameras flashing)
- Projection for playback and analysis
- Video editing software for layover of news footer



Exploring Innovative Leadership Assessment Approaches

Technology & AI-Enhanced Psychometrics

- **AI-enabled feedback** on collaboration, adaptability, and strategic thinking.
- **AI-enabled administration and control**

(Source: Harvard Business Review, 2023)



AI-Supported Psychometrics

AI Proctoring

A process that assesses a test-taking individual's behavior, environment and movement, similar to a human proctor.

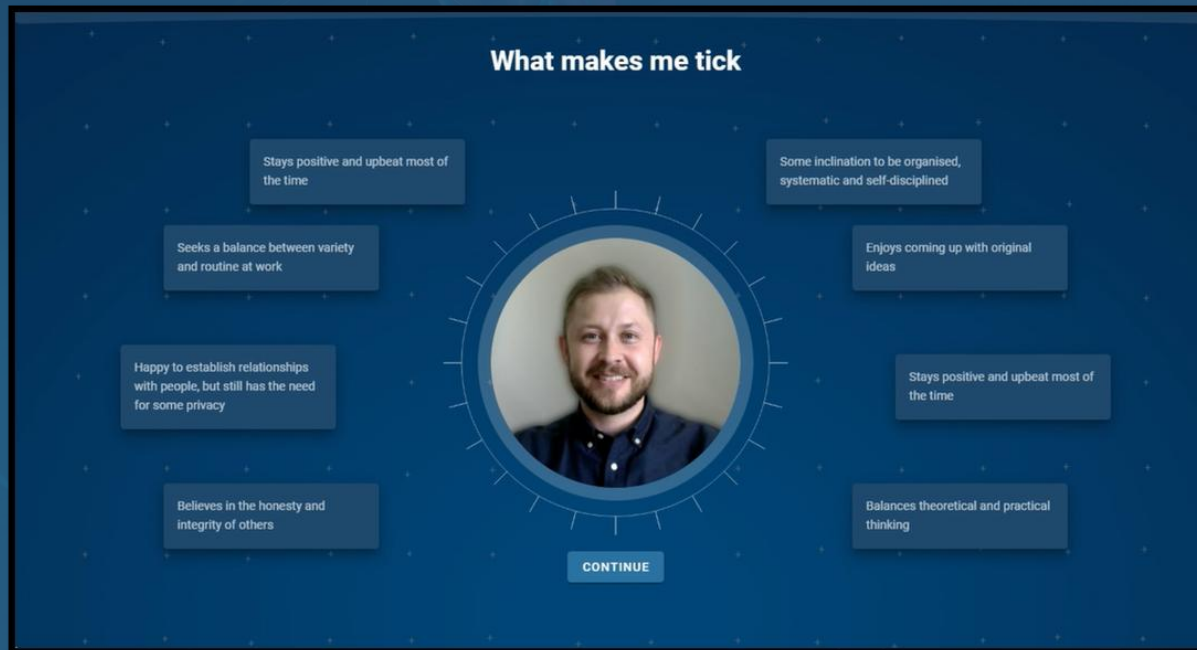
- Other open tabs
- Switch between tabs
- Background audio
- Background movement



AI-Supported Psychometrics

Real-time Feedback

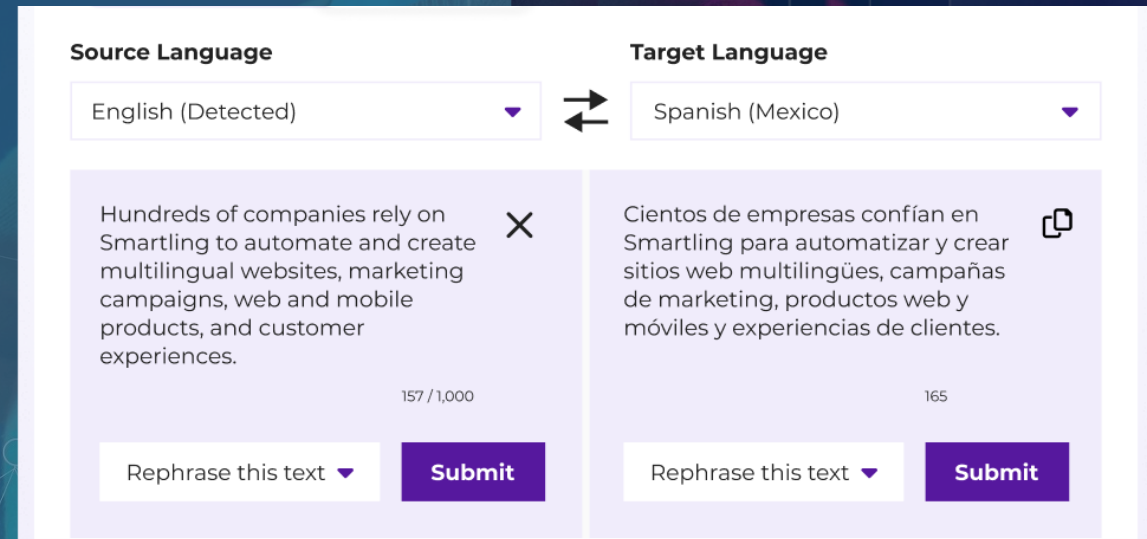
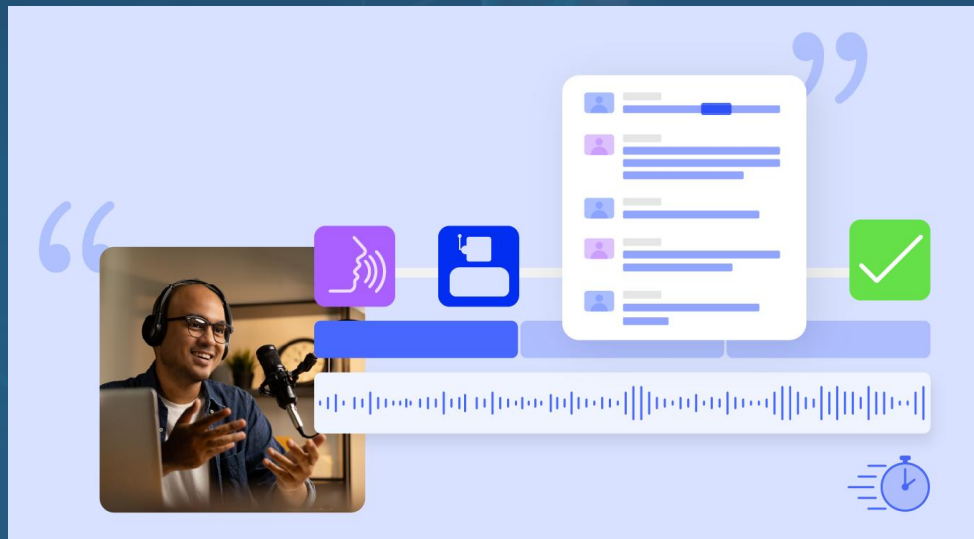
Automated scoring and AI-enabled feedback



AI-Supported Psychometrics

Real-Time AI Video Transcription & Translation

- AI auto-transcribes spoken responses in real-time
- Provides instant multilingual translation for non-native speakers



AI-Supported Psychometrics

AI-Powered Auto-Summarisation of Open-Ended Questions

Identifying patterns and summarising long responses into key themes

Summarizer AI Summarizer Summarized Text

Summarizing tools are nothing new as they have been around for a while. However, AI summarizers are a recent invention. A simple Artificial Intelligence integration has revolutionized the way in which summarizers work. Standard summarizing tools would simply eliminate or remove certain sentences from a write-up to shorten its length. This removal is random and can damage the intent of the write-up. However, unlike standard tools that randomly truncate content, an AI summarizer intelligently condenses information without compromising the write-up's intent. To help you understand how these tools work, here is a breakdown of the processes

Words:178 english

Check Plagiarism Paraphrase Show Bullets

Summarize

Project Meeting

AI Summary

AI Summary

The project partners discussed progress and address any concerns on a project that is nearing the halfway point.

Chapters

- Development Team Update
- Design Team Update
- Marketing Team Update

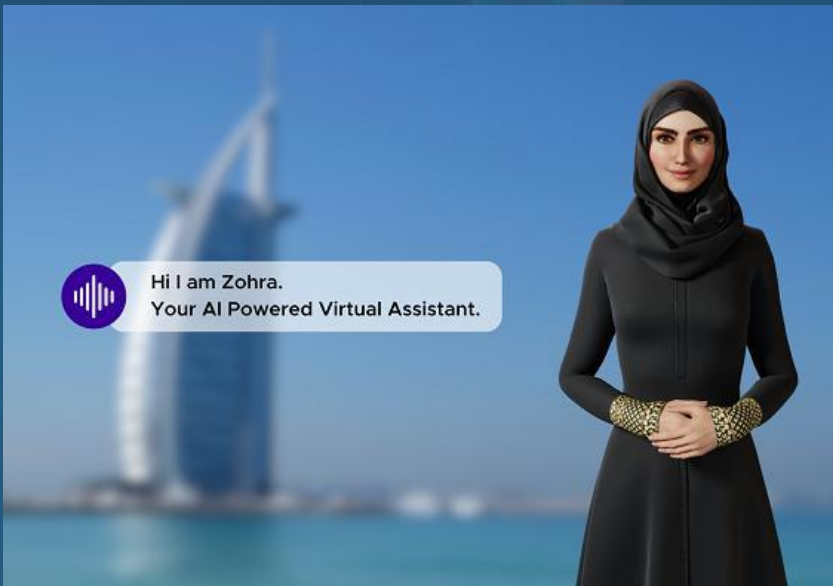
Action Items

- The development team should continue work on resolving any outstanding issues identified in testing.

AI-Supported Psychometrics

Avatars, Chat-bots and Virtual Assistants

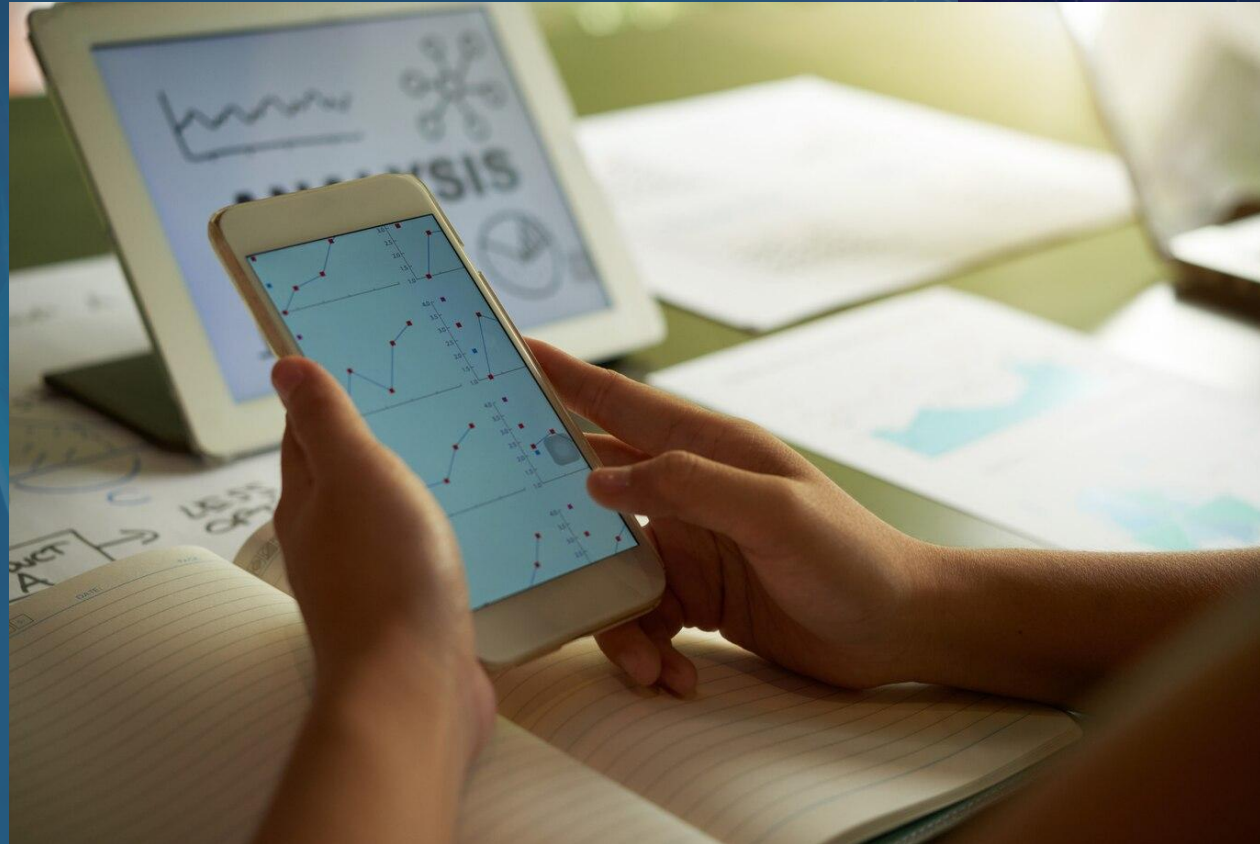
Guides you through the test process, provides instructions, asks questions, and ensures a smooth and engaging assessment experience



AI-Supported Psychometrics

Mobile-Friendly & Accessibility Features

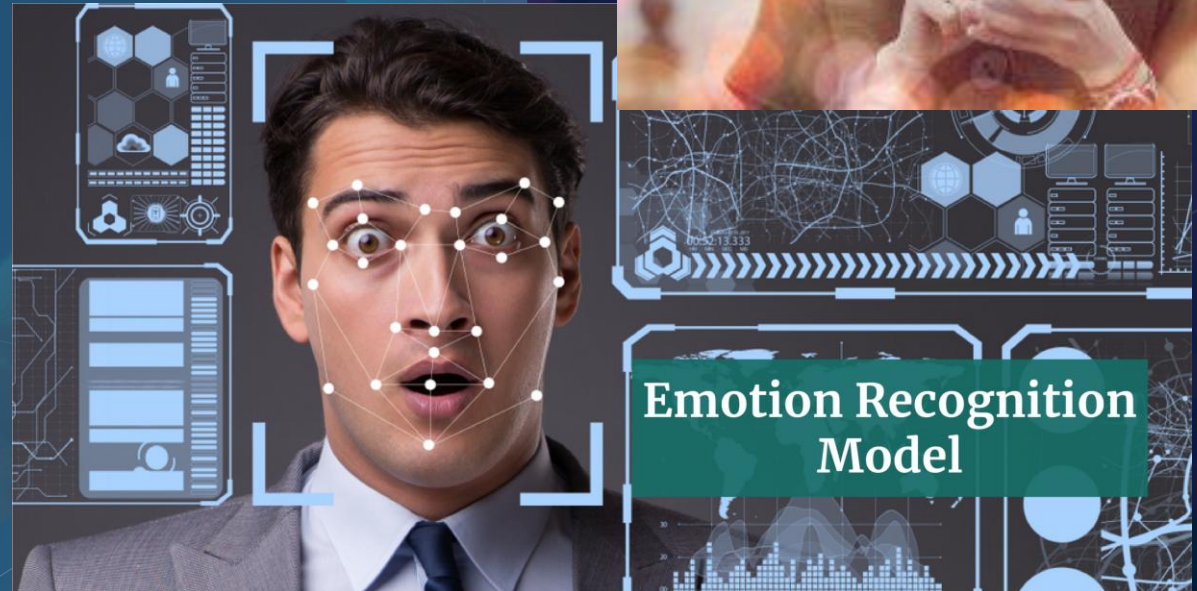
Enabling the completion of assessments on-the-go or wherever it's most suitable to the candidate



AI-Supported Psychometrics

Sentiment Analysis for Emotional Tone in Responses

AI assesses the emotional sentiment of candidates and their responses.



AI-Supported Psychometrics

Measuring Emotional Intelligence with Eye-Tracking Techniques

Wang et al. 2023



AI for the Future

- AI in assessments isn't new
- Innovation comes with **how** you leverage AI
- In the global workforce, we need to ensure AI legal compliance. We are past mere ethical consideration.
 - ➔ Consider the EU AI Act, which bans the use of emotion AI

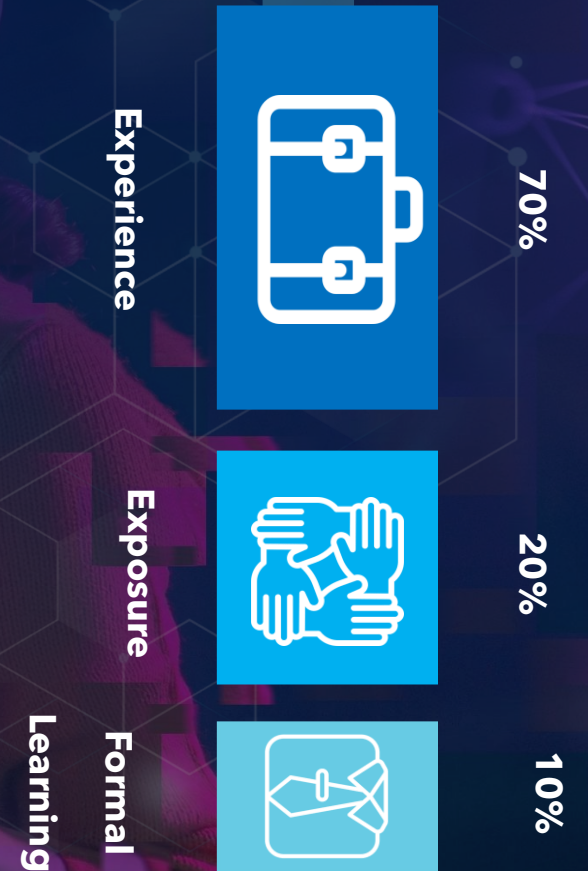
Implementing Data-Driven Strategies for Leadership Development



Process: Post-Assessment

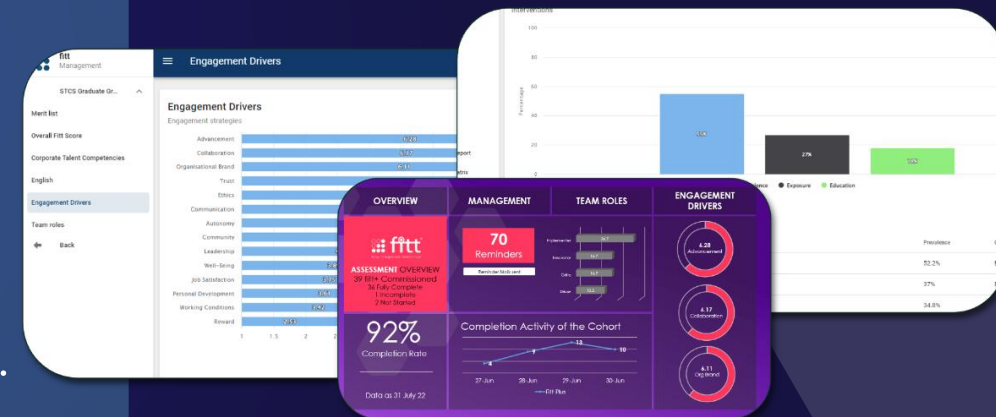
Important considerations after the assessment:

- **Individual reporting:** Primarily used for self-insight and to create tailored development plan.
- **Group Reporting:** Used for succession planning, trend analysis, benchmarking, and talent forecasting.
- **Coaching:** Supports candidates in understanding their reports and identifying development actions.
- **Candidate Empowerment:** Encourages individuals to take ownership of their growth.
- **Focused Learning:** Development actions should be based on observations, data, and feedback.
- **Blended Learning:** Combine courses, assignments, and experiences tailored to candidates' results.
- **Additional Support:** Includes resources, masterclasses, coaching, and group interventions.
- **Confidentiality:** Raw data is strictly managed by facilitators or intervention teams.



Alignment: Post-Assessment

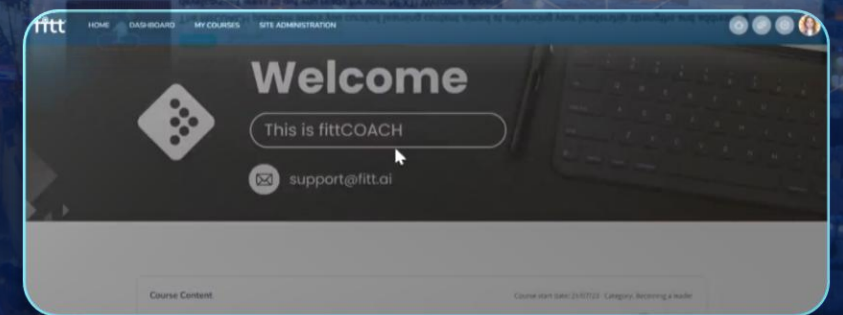
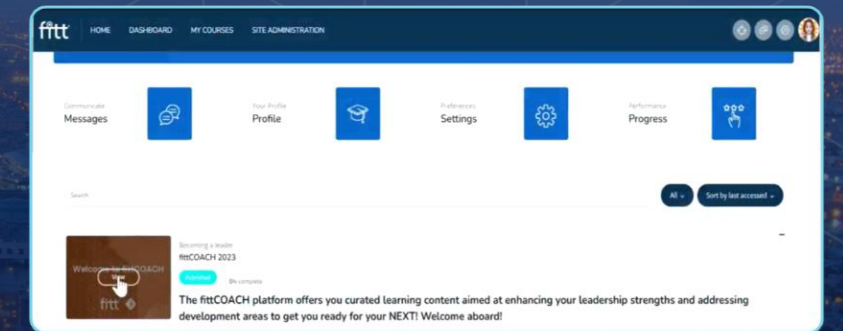
- **Relevant development actions:** Interventions should be applicable and realistic within the organisations context.
- **Aligning management:** Aligning employees and management on the development actions of employees.
- **Measuring impact:** Measure the effectiveness of the intervention by evaluating the candidates experience, knowledge gain, behaviour changes and business impact.



Technology: Post-Assessment


Technology can be used to support knowledge transfer and learning

- ❖ **Digital development reports:** Interactive and aesthetically pleasing electronic reports that explain rationale for development actions.
- ❖ **E-learning platforms:** Electronic library (e.g., Udemy, LinkedIn learning and fittCoach) with content that candidates can access to address the development actions identified.
- ❖ **Online coaching:** Technology enhancing the coaching process from scheduling (e.g., Calendly and Teams) to tracking progress with an electronic assistants (e.g., Otter and Notta).
- ❖ **Micro-learning:** Small bite-sized learning material that can be accessed on your mobile device.





Questions & Comments

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Program Delivery Partners

