

## OPRA VALUES

### Integrity

We are committed to using research methods, diagnostic tools and products that are technically sound and commercially viable.

### Long Term Relationships

We value long term relationships that are built on open communication, trust and mutual respect.

### Practical Application

We blend contemporary research with practical application to create solutions that are accessible, portable and flexible.

### Results-Focus

We strive to deliver positive solutions that support the strategic needs of our clients.

### Success

We recognise and celebrate success.

## MISSION STATEMENT

OPRA Consulting Group specialises in the research, design and delivery of human resource solutions to support the strategic needs of its clients.

Through our combined expertise we are committed to producing results that have a positive impact on client organisations and continually strive to blend the best of contemporary research with practical application. We are focused on developing long term relationships and value the celebration of success both internally and externally.

## VISION

To be recognised as making a positive impact in the way Industrial and Organisational Psychology is viewed globally through the education of HR and I/O practitioners around practical, robust, long term research based solutions.

## News from the OPRA House

### GeneSys Online - New Functionality

GeneSys Online is an *advanced psychometric testing system* that enables users to administer tests in a way that meets their needs, whatever the situation. Whether it be administering unsupervised tests remotely or supervising a battery in-house, GeneSys Online has a workable solution. What's more, OPRA is excited to announce a number of *new features*, which have been integrated with the Online System to offer a fully customisable assessment platform.

**360 Degree Feedback Functionality:** The 360 Degree Manager is a unique testing session that enables organisations to *add objectivity to the performance and development process*. It allows you to invite people to take part in a 360 appraisal of a selected participant, and evaluate the individual's performance against a number of competencies. These can be taken from nine generic competencies already inbuilt, or customised to your organisation. At only *\$11 per rater*, the 360 Degree Manager is a cost-effective way to identify the development needs of your employees to enhance performance.

**Remote Supervised Testing:** iSupervise allows you to *administer any test available in GeneSys Online remotely*, and offers you 100% certainty of who has completed the test. With iSupervise you can administer all standardised instructions, answer any questions the respondent may have, monitor the progress of all respondents throughout the test, and, most importantly, watch the respondent *live* as they complete the test via *webcam*.

**Group Testing:** Open Group testing is an *onscreen alternative to paper based group testing*. It allows you to run multiple supervised tests at once from a single location. The test administrator has full control over the respondents that they are supervising, allowing them to complete all the typical test standardised instructions, and then authorise respondents to start. As Group batch testing is strictly for supervised testing only, there is no restriction on the test use, both personality and ability tests can be administered.

For more information about GeneSys Online and its new features, please contact the Auckland, Wellington, or Christchurch offices or email [auckland@opragroup.com](mailto:auckland@opragroup.com).



### SIOP Conference

This year's Society of Industrial and Organisational Psychology Conference (SIOP) was held in San Francisco. SIOP is the world's prestigious event for I/O Psychologists with three days of speakers, trade shows and social events. *To ensure that our clients are always at the cutting edge of research OPRA sends a representative to SIOP each year.* The big topics at this year's conference included issues around faking in personality testing, which appears far from resolvable. The second was system thinking and challenges to both our common ideas of validity and research design. In essence the idea of simple correlative research as a measure of validity is so limited to be almost worthless when applied. Many of the old research paradigms are now being challenged requiring I/O Psychologists to be more *holistic in the way they go about solving organisational issues*. This has been a message OPRA have been shouting for years, as evidenced by our client presentations:

<http://www.opragroup.com/community/afternoons.php>.



## OPRA PRODUCT RANGE

### 360 Degree Surveys

A fully-automated, customised 360 degree feedback system, enabling the set-up, administration and reporting to be completed online in a fast and flexible manner.

### Assessment Centre

OPRA provide a wide range of 'off-the-shelf' assessment centre exercises. From entry level to executive roles, exercises can be found across a range of industries and disciplines.

### Career Guidance Software

A range of tools to both facilitate discussion on future aspirations, as well as provide an insight into the range of careers that best match an individual's interests.

### Data Solutions - STATISTICA

A leading-edge solution for integrated data analysis and data management.

### Emotional Intelligence

Individual or 360-degree assessment via a comprehensive survey of one's ability to recognise, express, control, manage and understand others' emotions.

### Job Analysis - CMQ

A comprehensive questionnaire designed to investigate all aspects of jobs, including the job itself, the knowledge and abilities required by the worker and the specific behaviours that lead to effective performance.

### Psychometric Assessments

OPRA offers a wide range of ability, aptitude and personality assessments, which are designed to provide a fair, objective and cost effective means of assessing likely behaviour and job performance, in a wide range of settings.

### Sonar6 Talent Management

Sonar 6 is a line of sight for senior management to view all talent in an organisation.

### Skills Evaluation - Prevaluate

A skills evaluation tool for training needs analysis and pre-employment assessment. Evaluations include software skills, technical skills and clerical skills.

### Work Wellness - PMI

The Pressure Management Indicator is a comprehensive measure of an individual's current sources of pressure and coping styles.

## Introducing One-on-One Executive Coaching

**OPRA Develop** is now available as one-on-one executive coaching.

<http://www.opragroup.com/develop/develop.php>

Each coaching programme is *individually tailored*, with the basis of the coaching stemming from OPRA Develop programmes when appropriate. OPRA does NOT however believe that one-on-one coaching can be delivered from an off-the-shelf solution. Each coaching programme is therefore constructed only after initial consultation *to meet the unique needs of each participant*.

Unlike many other executive coaching programmes, OPRA's approach to coaching is founded in research. Moreover, all coaching participants will work with registered psychologists who are governed by law to provide the highest quality of service.

Coaching begins with an initial consultation. The purpose of this consultation is to confirm both the nature of the appropriate coaching programme as well as the mutual suitability of coach and participant. At the conclusion of this session an individualised coaching programme will be suggested which will include both the nature of the recommended coaching as well as the number of sessions. If you or a member of your team wants to take performance to the next level than coaching with OPRA Develop may be the solution. Ring your local OPRA office to find out more about OPRA Develop as a coaching programme.

## Latest Update from the OPRA House

- **Thanks Doctor Tom Mulholland:** OPRA recently held an Afternoon at the OPRA, a free educational seminar on a hot topic in the area of I/O Psychology and HR Consulting. The most recent seminar was on the topic of OPRA Develop, specifically focusing on Dr Tom Mulholland's *Healthy Thinking* one-day training course. Thanks Dr Tom for an interesting presentation and giving us some tips on how we can apply the Healthy Thinking concepts!
- **Annual Psytech Conference:** Dr Paul Englert recently attended the annual Psytech conference in France. This annual conference is an opportunity for GeneSys distributors around the world to come together and *share their ideas, research and norm data*. OPRA have strong relationships with all Psytech distributors and as a team continue to challenge and push the boundaries of psychometrics. Also, Psytech's tests are now registered with the British Psychological Society, and are one of the few providers to have this standing.



**Psytech Annual Conference: France 2008**

## THE OPRA TEAM

### AUCKLAND

**Tamara Packman**  
Manager Upper North Island

**Grace Eadie**  
Administration/Training Coordinator

**Tammy Simpson**  
Psychological Advisor

**Marisa Witzel**  
Psychological Advisor

### WELLINGTON

**Sarah Burke**  
National Manager

**Dr. Paul Englert**  
National Sales and Training Executive

**Paul Wood**  
Psychological Advisor

**Sue Sommerville**  
Psychological Advisor

**Rose O'Sullivan**  
Receptionist/Helpdesk

### CHRISTCHURCH

**Teresa MacGregor**  
Manager South Island

**Kaleena Muirhead**  
Psychological Advisor

### ADMIN & SUPPORT STAFF

**Hilary Blackledge**  
Accounts Administrator  
Auckland

### 'OURIT'

**Glenn Brown**  
Director - OurIT

**Tim Howell**  
Product Development & Support Specialist

## OPRA's Global Reach Expands

OPRA has continued to *expand their global reach* over the past year. The OPRA model of international assessment partners is a global network of dedicated and independent Industrial and Organisational Psychology product and service providers. Over the past ten years this has seen OPRA either export or work directly with countries such as Australia, Indonesia, and South Africa to name but a few. Recently a range of new international associates have joined the OPRA fold. Countries where OPRA has an affiliation now include: Brazil, Italy, Canada, India, China, and Russia. To check out all of OPRA's overseas associates go to <http://www.opragroup.com/partners/ipartners.php>

This month our overseas spotlight is on: Psytech India

## Introducing our International Associates: Psytech India



Psytech India is the sole distributor of the Psytech International range of assessments in India. These assessments are used for the purposes of: occupational selection, vocational guidance, and staff development. Similar to OPRA, Psytech India aims to provide a *comprehensive range of quality assessments and consulting services*. Working with strategic business partner HRAnexi, they offer various training programs, assessment testing, competency mapping, job and training analysis, survey solutions, and assessment and development centre design and delivery. For more information on Psytech India visit [www.psytech.co.in](http://www.psytech.co.in).



## Psychometrics Training for University Students

For the last six years OPRA have been working alongside the University of Auckland to offer their postgraduate I/O Psychology students a practical psychometrics training course to complement their theoretical studies. Due to popular demand, this course is now being offered at Massey, Victoria and Waikato Universities, throughout the month of July. Upon completion of the programme, students obtain certification to administer and interpret the Psytech range of psychometric assessments. These training courses enable both OPRA and the students an opportunity to *share the latest research and knowledge in the field*. The student training demonstrates OPRA's ongoing commitment to *promoting best practice psychometric processes*, and continued strong ties with leading research Universities.

## Upcoming Training

If you are interested in attending any of the courses below (or find out about our other available courses), please contact **Grace Eadie** at [auckland@opragroup.com](mailto:auckland@opragroup.com) or **(09) 358 3233**.

COURSE	WELLINGTON	CHRISTCHURCH	AUCKLAND
Psychometric Test Administration (\$700 + GST)	4 <sup>th</sup> August 2008	8 <sup>th</sup> September 2008	7 <sup>th</sup> July 2008
Psychometric Test Interpretation (\$2,400 + GST)	5 <sup>th</sup> , 6 <sup>th</sup> , 7 <sup>th</sup> August 2008	9 <sup>th</sup> , 10 <sup>th</sup> & 11 <sup>th</sup> September 2008	8 <sup>th</sup> , 9 <sup>th</sup> & 10 <sup>th</sup> July 2008
Psychometric Test Interpretation Stage 2 (Price Included in Stage 1)	8 <sup>th</sup> August 2008	12 <sup>th</sup> September 2008	11 <sup>th</sup> July 2008

For any further information regarding the content of this newsletter, please do not hesitate to contact Tamara Packman at [tamara.packman@opragroup.com](mailto:tamara.packman@opragroup.com) or call (09) 358 3233  
Website: [www.opragroup.com](http://www.opragroup.com)