

Company Profile

Who We Are The Assessment Source is dedicated to providing timely, affordable and proven technology to help a wide range of organizations solve their people related problems. The founding partners bring more than fifty years of successful management and consulting in people development technologies across a wide spectrum of companies.

The Assessment Source is a Strategic Business Partner with Profiles International, Inc, a world wide leader in internet based assessment tools with over 40,000 customers. Through their unique capabilities, we are able to deliver services to companies from as few as three employees to virtually an unlimited number of employees around the world. With 90 world wide offices, Profiles International provides their tools in 17 different languages to support multinational corporations, as well as small companies with language barriers. Our Founding Partners Tom Holt

Tom Holt brings more than twenty-five years of individual and organizational effectiveness through the application of human resource technologies. Tom has successfully consulted with a wide span of industries, helping to improve individual competence, organizational effectiveness, and leadership bench strength.

His areas of expertise include executive assessment, succession planning, performance and career coaching, management development, building training systems and team building. Prior to founding The Assessment Source, he was the director of organizational effectiveness at Sara Lee Bakery Group. There, he was responsible for the design and implementation of numerous workforce effectiveness programs, including action learning, succession planning, management training, organization-wide surveys, and a performance development system. Earlier in his career, Tom was director, human resource management at McDonnell Douglas Information Systems. In this capacity he developed an executive recruiting program, designed and implemented a developmental coaching system for high potential managers, and directed a 22 person management-training department. While at McDonnell Douglas, he also was director of training and development for the McDonnell Douglas Astronautics Co. and a senior consultant in the McDonnell Douglas Management Institute.

Colleen Officer

Colleen Officer has more than 20 years of experience in sales, training, facilitating, consulting, coaching, and selection, to include development and implementation of selection system design, team-based strategic planning, coaching, 360-feedback and development planning. Colleen has worked with over 100 different organizations of all sizes in a wide variety of industries. She has been involved in developing residential sales certification programs for private bankers, conducting extensive competency studies in a variety of industries, extensive management coaching based on expert interpretation of 360° feedback instruments for utilities, and the development and delivery of Facilitating Team-based Strategic Planning across the country for the American Management Association.

Her behavior based interviewing workshops and career development programs have proven to be very effective in a variety of settings and have become an essential part of the hiring and development process in a number of clients.

One of Colleen's strengths is the breadth of her experience. She has worked in a variety of industries including financial institutions, utilities, manufacturing, insurance, consumer products, federal and state agencies, healthcare and pharmaceuticals. Her ability to meet the unique requirements of a broad spectrum of clients has proven to be a key to her continued success.