



Developing Strong Leaders to Support Performance and Growth

Organizations need strong leaders not only to execute strategy but also to guide the organization through challenging situations and to foster an engaged workforce. However, too often, leaders are not aligned, effective, or prepared for such challenges.

We help you select and develop the right leaders to move your business forward, and our expertise and assessment tools can define the leadership attributes required for success and identify gaps and limitations. We also offer the diagnostics and programs to identify and address your most unique developmental needs. With us, you will develop leaders with pinpoint precision, saving time and money while accelerating performance improvement.

Good Leadership Can Improve Workforce Productivity by 5 to 10%.

What Makes Our Approach Better?

As a Certified Caliper Partner, we are backed by a leading global organization with the highest standards in the assessment industry.

Unlike competitors that provide only assessments, organizational consulting, or pre-packaged training, we offer a proven comprehensive solution that encompasses all three of these capabilities in a fully integrated manner. We are both high tech and high touch, with the expertise to customize programs that meet your exact needs.



Our Approach: Developing Strong Leaders to Support Performance and Growth

A. Establish Success Profiles

- Define the competencies necessary for success in critical roles through focus groups, interviews, or job analysis surveys.

B. Understand Nuances of the Position

- Create or fine-tune success profiles by interviewing incumbents, peers, and managers.

C. Assess Individuals to Identify Competency Gaps

- Objectively measure an individual's competencies and fit for a particular job using the **Caliper Profile**.
- Assess the current state of managerial and leadership strengths and weaknesses with the Caliper Three Sixty *Plus*.

D. Design and Deliver Development Solution

- Create Individual Development Plans (IDPs) for individuals in leadership roles.
- Source training modules from Caliper University.
- Create custom programs to build competence and close gaps using Caliper's leadership-development solutions.

Interpretive Guide



80 or greater. Very strong alignment: Engaging in the competency/behavior is likely to come naturally. It should serve as a significant strength, but it may also be beneficial to guard against overuse.



60 to 79. Strong alignment: This area could serve as a strength, as this person seems to show inherent potential.



40 to 59. Moderate alignment: Some aspects may come more naturally than others, which may result in inconsistency or selectivity.

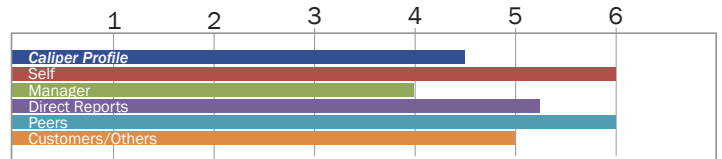


20 to 39. Weak alignment: This person may not be inclined to engage in this competency or behavior, and he or she may need to focus to be successful in it.



19 or less. Very weak alignment: This person does not appear motivated in this area. Performing successfully could require significant focus and effort on this individual's part to compensate for their apparent disinclination.

Leadership Maturity Overall



Expected Benefits: Better Employee Engagement, Higher Leadership Retention

Chief Executive Officer

As a CEO, you have a strategy to execute, but you can't do it all by yourself. You need the support of a leadership team that is aligned and capable of realizing your strategy, upholding the culture and values you set, and getting the best from every person in the organization. We can help establish a model for successful leadership, assess your leadership team relative to that model to identify gaps, build a leadership pipeline, and then fill those gaps through customized leadership development that meets your exact needs.

Human Resource Leader

As a VP of HR, you may oversee leadership development in your organization. You face pressure to offer programs that are relevant for individuals with diverse and unique needs. We can help you quickly define the leadership competencies that matter most in your organization, assess current and potential leaders to identify gaps, and then create and deliver individualized development programs to close those gaps.

Talent Development Leader

As a Director of Talent Development, you are responsible for developing leaders in your organization. You are under pressure to offer programs that are relevant for individuals with diverse and unique needs. We can help you quickly define the competencies that matter most in these roles, assess individuals to identify gaps, and create and deliver individualized development programs to close those gaps.

For more information, please contact

<Partner Company and Web Site> | <Partner Name and Title> | <Partner Email and Telephone>