



## *Developing Key Individuals and High Potentials*

Every organization has people who are integral to current and future success. These people need specialized development to stay engaged and loyal to the organization while preparing for future roles that leverage their strengths further.

We help you identify these individuals and the developmental activities that create win-win outcomes for the organization and the employee. We do this through our talent-assessment and analytics instruments as well as our ability to create and deliver customized learning that meets each individual's needs. With us, you will retain your high-potential people while preparing them to maximize their contribution to the organization.

## Key Individuals and High Potentials Underpin Succession Planning.

### *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 offer 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: Identifying, Developing, and Retaining Mission-critical Talent

### 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.

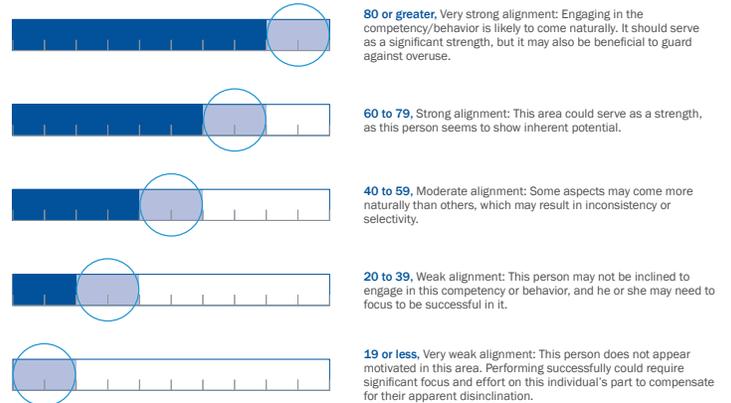
### C. Assess Individuals to Identify Competency Gaps

- 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*.

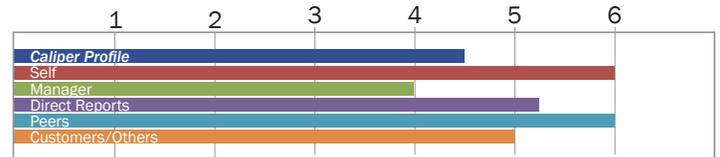
### D. Design and Deliver Development Solution

- 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



#### Leadership Maturity Overall



## Expected Benefits: Better Execution of Strategy and Growth of Shareholder Value

### Chief Executive Officer

As a CEO, you want to groom high-potential individuals for important positions. This attention not only prepares them for success but also sends a message that you care about their development and that they have a bright future in your organization. We help you identify these individuals and the developmental activities that create win-win outcomes for the organization and the employee. We do this through our talent-assessment and analytics instruments and our ability to create and deliver customized learning that meets the individual's exact needs.

### Human Resource Leader

As a VP of HR, you may oversee the development of key individuals or high potentials 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 competencies that matter most in these roles, assess individuals to identify gaps, and create and deliver individualized development programs to close those gaps.

### Talent Development Leader

As a Director of Talent Development, you are responsible for developing key individuals and high potentials 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 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