

are your leaders WORTH FOLLOWING?

Leadership Pipeline™ Consulting from Predictive Success™



People don't leave companies — they leave leaders.

Ineffective leadership at any level can destroy a company. The most common reasons that people walk away from their jobs are attributable to weak relationships with their direct managers. Our experience working with organizations across multiple industries has revealed common characteristics that are counterproductive to effective leadership:

- ▲ Managers consider leadership to be an added function of their job, rather than an integrated part of their role.
- ▲ Leaders are rewarded and promoted based on their deliverables, rather than their leadership achievements.
- ▲ Leaders of leaders are primarily focused on developing functional capabilities, rather than leadership capacity.

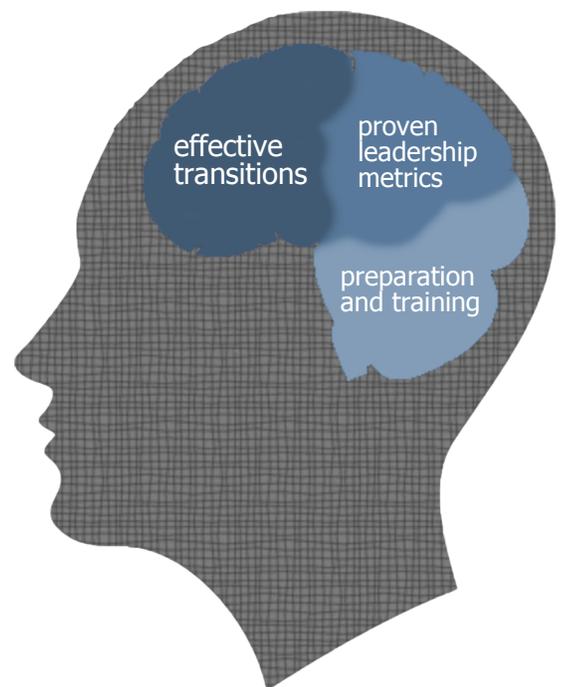
Today's businesses compete as much on the strength of their intellectual capital as on that of their financial capital. This intellectual capital resides in employees at all levels of the firm, but it takes strong leadership to fully develop and enable it. 75% of employees in your company report to a leader. If you could increase the impact that these leaders have at each organizational level, it would improve the effectiveness of 75% of your people. What would that be worth to you?

Where have all the good leaders gone?

Supposedly, one of the scarcest corporate resources is leadership talent. In actuality,

- ▲ Tapping into the potential that exists in your organization has the power to enhance the impact of their talent on your organization.
- ▲ Successful development at one leadership level enhances the probability of success at the next level.
- ▲ The key lies within your business. The secret to unlocking untapped potential is effectively assembling your Leadership Pipeline™.

You do not need to bring in expensive all-stars. You can create your own all-stars, beginning at the first level when people make the transition from managing themselves to managing others. Good leaders exist at all levels of your organization. The question is, what are you doing to transform good leaders into great leaders?



Components of the Leadership Pipeline™

Build a Leadership Pipeline™ that supports development and inspires longevity.

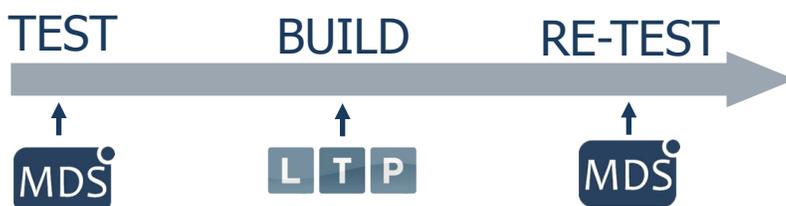
Leadership Transition Program™

The Leadership Transition Program™ is a 4-day training course designed to improve execution power and create leadership-powered organizations. Our Leadership Transition Program™ provides new perspectives that are specifically tailored to your leaders' most pressing business needs.

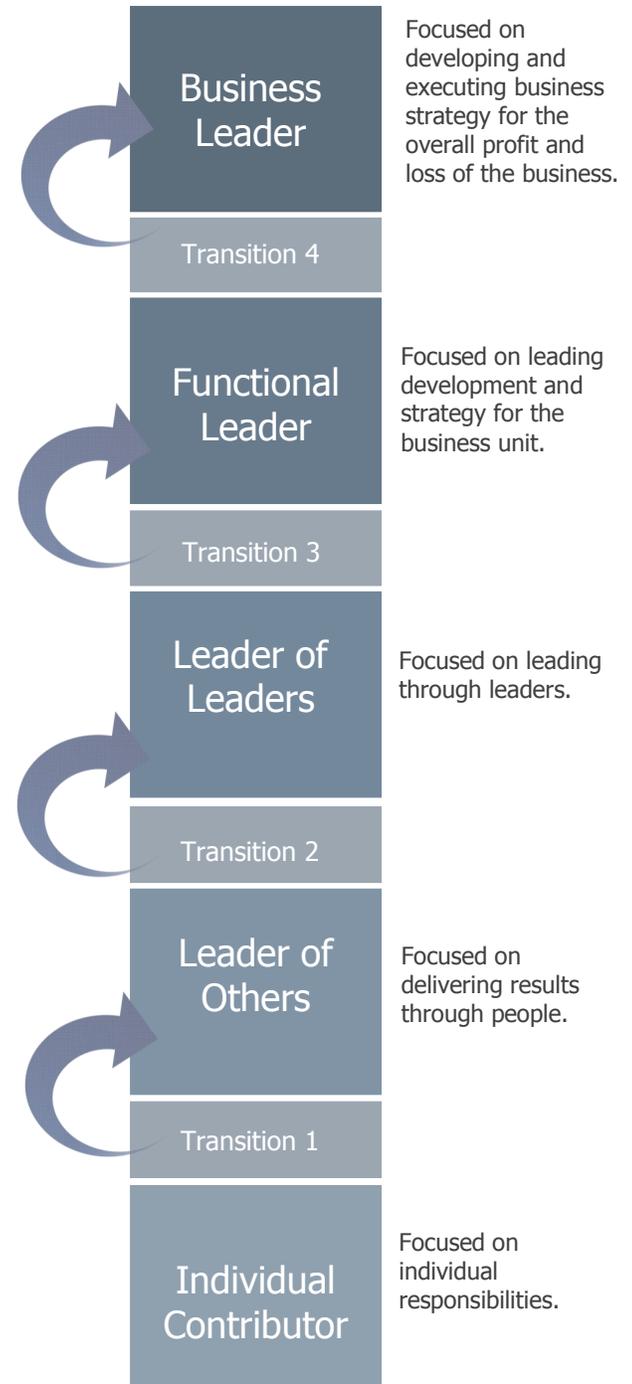
- ▲ LTP is delivered as a compelling and assertive workshop to ensure that the messages drive action.
- ▲ LTP leverages the Predictive Index®, PLI® and ISAT data to provide more comprehensive solutions.
- ▲ LTP capitalizes on data and information that reframes the way your leaders think about business, how they operate, and how they compete.
- ▲ LTP provides valuable insight that changes and builds on what your leaders know in ways they couldn't have discovered on their own.

Multi-Source Development Survey

The Multi-Source Development Survey is an online feedback system that combines a self-evaluation with views from a leader's direct manager and direct reports of their performance as a leader. Seamlessly integrated into the Leadership Transition Program™ modules, the Multi-Source Development Survey is used to provide personalized improvement reports before and after LTP that can easily be translated into action. The results are also used to provide reliable benchmarks for leadership abilities.



The Leadership Pipeline™



("The Leadership Pipeline" by James Noel, Stephen Drotter, and Ram Charan)

TALENT ACQUISITION



- Find and hire the right people
- Job definition
- Job fit/gap analysis
- Selection and hiring
- Onboarding

TALENT DEVELOPMENT



- Build teams and develop leaders
- Coaching
- Leadership development
- Succession planning
- Team building

CHANGE MANAGEMENT



- Build trust and manage transitions
- Culture shift
- Conflict resolution
- Strategic workforce planning
- Communication and retention

GROWTH STRATEGY



- Improve productivity and drive revenue
- Sales performance and coaching
- Benchmarking and diagnosis

Are you ready to take your company's leadership talent to the next level?

To get started capitalizing on the Leadership Training Program™ and the Multi-Source Development Survey, please give us a call or visit

www.predictivesuccess.com

predictive **PI** success™

People Smart. Results Driven.®

Predictive Success Corporation

Vancouver Calgary Saskatoon Winnipeg Toronto
Ottawa Montréal Halifax

316 Colborne St. W. Whitby (Toronto) ON (L1N 1X3)

Office: 905-430-9788

Fax: 905-430-9789

North America Toll Free:

1-855-430-9788

www.predictivesuccess.com



*In partnership
with James Noel
and Steve Drotter*

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