



ExecuSmart provides organizations with a unique competitive advantage: **better data**, leading to **better decisions**, leading to **better people**.

ExecuSmart tools are created by the **Executive Assessment Institute**, a leader in the field of human capital analytics, founded in 1996.

The EAI's mission is to create and deliver intelligent data-driven talent management tools and services, ultimately enhancing an organization's financial performance.

Using ExecuSmart tools will provide you and your organization with top-level industry-proven assessments, resulting in **better analytic data** to achieve the greatest return from your human capital.

## Great leaders transform organizations. Enable your leaders with **ExecuSmart**.

ExecuSmart's *Leadership Temperament Index®* will transform how your organization **identifies, selects and develops** leaders of people. As a true advancement for talent selection and development, the *LTI®* will help you gain **deep and highly accurate** insights into leaders' and potential leaders' cognitive preferences - critical for **success** in roles, team, and organization.

Without the <i>LTI</i> :	With the <i>LTI</i> :
"I think they might be good leaders..."	"I understand the kind of leader they can be."
"I hope they perform well..."	"I know they can perform well in this role."
"I don't know if they believe in our mission..."	"They live the mission because of our leaders."

As a part of the ExecuSmart *Talent Management Platform®*, the *LTI* selection and development processes have consistently driven financial performance in excess of **20 percent**.



### Deb Reiner

Vice-President of  
Customer Relationship  
Management, HCA

"I built my organization on the insights from the *LTI*. It enabled us to go faster and make better decisions in a more efficient manner than anything that I have seen. It is simply the best human capital tool, period."

# Leadership Temperament Index®

Traditional personality or cognitive assessments utilized in talent selection and assessment are highly unreliable and demonstrate no prediction.

Predictive insight created by the *Leadership Temperament Index*® draws from a database of over 65,000 leaders, taken across industries such as transportation, technology, healthcare, energy, and construction. This enables organizations to model, predict, and insightfully analyze talent selection, onboarding, development, and succession needs in an efficient client-driven way. The result of this is powerful predictive validity proven to create positive business outcomes assuring ROI.

*"The LTI improved the evolution and growth of me as a leader of people. It really enabled continuance of my leadership journey. The insights I gained from the LTI affected me in a powerful way."*

**Dr. Nick Hopkins**

Founder, Jacobs Institute and Gates Vascular Institute

Will your talent management, organizational development, and learning need to demonstrate ROI? The ExecuSmart platform, based on 25 years of science, creates powerful understanding of talent health and organizational impact.

Financial ROI from the ExecuSmart *Talent Management Platform*® has been consistently demonstrated to be in the 1,000s of percent across 60 actual case studies. The *LTI*® is a critical module in that platform.

# CASE STUDY

A multi-national healthcare corporation recognized the coming consumerism trend and its potential influence on how healthcare would work in the future. However, healthcare has not been a consumer-centric delivery system, but one focused on caregivers and their needs. The shift has a potentially powerful effect on how well healthcare systems are able to keep their market share intact.

Challenge: build such a concept across an organization that is broad, powerful, and successful in the traditional fee-for-service healthcare model. The customer relationship management organization must go faster than other organizations and they have to be successful sooner.

The VP of Customer Relationship Management effectively used ExecuSmart's *Leadership Temperament Index*® to find and understand talent that had the innate leadership skills required to be successful in this competitive operating environment. The result is an organization that is powerful and admired across the industry for its ability to be successful in the face of difficult transition.



The *LTI* defines leadership temperament and the twelve cognitive preferences that are powerful predictors of leadership style preferences, and are predictive of leader performance when mapped and modeled against business based competency model(s):

### Strategist:

Strategic Capacity  
Feedback Enablement  
Leadership Drive

### Director:

Operational Capacity  
Collaborative Orientation  
Emotional Strength

### Coach:

Creativity & Innovation  
Change Management  
Risk Taking

### Counselor:

Influence  
Self-Knowledge  
Resilience

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**ExecuSmart**  
Better Data = Better Decisions = Better People