



# Realizing Possibilities Through Impactful Talent Solutions

## Leadership Temperament Index Select, Onboard and Develop for Success

**The ExecuSmart Leadership Temperament Index™ (LTI) represents a true advancement in the area of assessment for selection and development.** With the LTI assessment, you gain deep and highly accurate insights into a person's cognitive predispositions that are critical for success in the targeted role.

The LTI draws from a database of over 40 industries enabling you to benchmark your talent against similar organizations. As a result, you can identify the competitive strength and gaps of your talent, and measure the organization "fit" of a person and their potential to grow into larger roles over time. You also gain valuable insights for high impact self-awareness and development.



### Leadership Temperament

As much as personality drives our actions, a cogent set of cognitive forces drives our choice of certain leadership styles and behaviors. These predispositions allow us to understand as much about the cognitive foundation of leadership as is possible. It allows us to predict many of the future uses of leadership behaviors or styles. Leadership temperament as determined by the LTI provides us with insight into the cognitive foundations of leader behaviors.

### Validated Success

The LTI is used across industries as an accurate predictor in the selection for thousands of critical roles, including C-level, directors, managers, and professional positions. For clients, the results speak for themselves; onboarding of new talent that bases hiring decisions on the LTI show significant improvement across all key performance dimensions – financial, quality, and people. Across 60 case studies of various corporate divisions, company-owned stores and franchisees using the LTI realized an average increase in profits of over 20 percent – capturing millions of dollars annually for clients.

**You simply won't find a more accurate and time efficient talent solution.**

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*CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or [request more info](#).*