



SUCCESS PROFILE

Develop Competencies with Confidence



The ExecuSmart Profile represents a scientifically valid and reliable way to identify the critical competencies for successful performance in a particular role – and a road map for filling that role with the right person.

With the online **Success Profile**, you efficiently isolate the true predictors of success in a role without overburdening the organization with extensive interviews or focus groups. This enables you to **select, place, and develop** talent to meet today's needs and prepare to address tomorrow's human capital challenges with confidence.

QUICKLY BUILD COMPETENCY MODELS

The **Success Profile** is comprised of **74 competencies** empirically proven to predict success. With the Success Profile, you can remove the subjective and political aspects of competency development and replace them with a reliable database solution that can be completed in as little as one day. This level of performance provides you with the flexibility to:

- ◆ Quickly and accurately build competency models across all key roles in your organization.
- ◆ Ensure reliability throughout each phase of the talent life cycle.

All ExecuSmart tools are designed by renowned researchers with deep expertise in building best in class assessments that have a unique connection to business results.

VALIDATED SUCCESS

The LTI is used across industries as an accurate predictor in the selection for **thousands of critical roles**, including C-levels, 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 – 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.

ExecuSmart tools provide you with a true competitive advantage, you will make better talent decisions with better talent data.