

ExecuSmart Talent Director™

Data-driven succession management – identify the potential and career trajectory of talent throughout your organization.



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Succession Planning Made Easy

The ExecuSmart Talent Director™ is an empirically-based tool to build succession plans for employees at all levels.

This online tool uses inputs from the ExecuSmart Leadership Capability Indicator™ (LCI) and Context Based 360™ (c360) to develop a performance trajectory report that illustrates:

- The level of role a person is a fit for
- The probable timeline for succession

Quantifying Leadership Potential

A person's potential for leadership is a combination of their capacity for leadership, self awareness, and key character traits.

- Capacity is the lead indicator of potential and includes both IQ and EQ.
- Character is the moderating variable and consists of a person's psychological strength, and sense of control of possibilities.
- Self awareness is the enabling variable and can expand or contract performance. Greater awareness allows the individual and team leverage strengths and compensate for individual gaps.



Data-Driven Performance Trajectory

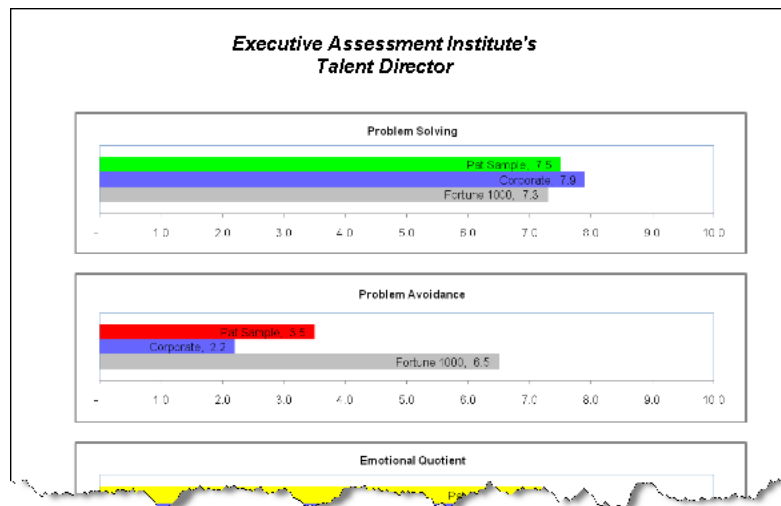
With the Talent Director you can:

- Predict sequence and pacing of performance path in future roles
- Integrate both cognitive predispositions and leader behaviors
- View results that quickly communicate external and internal benchmarks along with performance trajectory



Comparative Results

The Talent Director report compares an individual's results against the rest of your organization and the average of Fortune 1000 companies. With this benchmark, you can easily see the relative strengths and areas of development.



As a result, this tool takes the guesswork out of succession planning – and drives targeted development for current and future levels of leadership.

About Executive Assessment Institute

Executive Assessment Institute (EAI) is a talent management firm founded in 1996. A leader in the field of human capital analytics, EAI is focused on delivering intelligent tools and services to enhance financial performance through data-driven talent management. EAI's ExecuSmart Talent Management System provides our clients proprietary analytics and industry-proven assessments to achieve the greatest return from their human capital. Visit www.executiveteam.com to learn more.