

THE FAST TRACK TO

leadership

POTENTIAL



WHAT WE

do



Unlocking human potential so people and organisations can adapt and thrive is core to everything we believe and do. One by one, we are creating a movement to fuel transformational change with deeper insights and actionable solutions to:



Identify
and achieve
goals



Elevate teams
and leadership at
every level



Accelerate
individual and
organizational
growth

PREDICT LEADERSHIP POTENTIAL FOR AN *inspired* ORGANIZATION

Successful leaders can spark a passion and a belief in the organisation's vision. This creates a vibrant, and agile culture for building sustainable business growth. Leaders who become self-aware, align words and actions, decisions and deeds, beliefs, and behaviours – and lead with authenticity inspire and motivate the entire organization.

Leadership is never about title and rank; it's about action, empathy, vision, and inspiration. How do you identify your next generation leaders, those with the potential to act and make a difference?

Among CEOs top challenges

64%

reported "developing next generation of leaders"

Source: Global Leadership Forecast 2018



human  edge

SPOT YOUR NEXT GENERATION

leaders

IN A MATTER OF MINUTES

At an accelerated pace of business, how can find the leaders you need to successfully take the organisation to the next level – and do it quickly? With the right insights from a proven assessment, you can predict future success within short order, and do so with great depth. There are other tools that shed light on a single dimension, but these expose critical gaps in identifying leadership potential.

Because people are multi-dimensional, and behaviours are contextual, Human Edge developed the CORE™ Essential Power Model that integrates multiple dimensions and focuses on six essential leadership powers that drive exceptional leadership in the VUCA world. Without visibility into the why and how of these behaviours, you're seeing only one portion of the potential picture. This can make it a difficult to determine who has long-term leadership potential.

CORE™ Essential is a human-centric, holistic assessment which uses a backbone of research, data, and insights from five dimensions integrated into one comprehensive view. It provides certainty into an individual's senior leadership potential, deep insight in their "why" and visibility into an individual's "what," and a coach clarifies "how" they can transform.



CORE™ Essential

5 dimensions and 44 scales to reveal transformational insights for developing admired, inspiring and successful leaders



FIVE ASSESSMENTS IN ONE

DRIVERS FOR PERFORMANCE

Internal motivators and interests that drive performance.

HUMAN PERFORMANCE

The ability to lead by purpose and values to better enable higher levels of performance.

TRAITS FOR POTENTIAL

Inclinations and natural tendencies a person leans toward which determine current and future leadership potential.

COMPETENCIES

The skills and knowledge needed to be an effective leader.

DERAILERS

Behaviors that get in the way of success. They can be an overused strength or misalignments from childhood.

integration



ASSESS LEADERSHIP

proficiency

The CORE Essential Power Model integrates traits, competencies, human performance, and drivers into a model designed to reveal a leader's Inner Power. A leader's Inner Power is the basis of their effectiveness, the more they know about themselves, the more effective they will be. The key scales identified as essential for effective performance across different leadership roles are then assessed across the 5 main Power groupings, reflecting a leader's ability to be "self-reliant," take responsibility for their impact, learn and adapt, collaborate and more.

When individuals start to move into high level senior leadership roles, it'll be critical to assess how "other-reliant" they are, how they inspire and motivate others to meet organisational goals. The Human Edge CORE™ Leadership Assessment is a deeper dive into a leader's "other-reliant" readiness while still maintaining their ability to be self-reliant.



THEIR CORE INNER POWER IS THEIR

superpower



Yes, you could say that. Inner Power is how well an individual knows who they are and what they stand for. Leaders with high Inner Power are confident in their abilities, able to remain calm and in control of their emotions. They understand how others see them and how they fit into the world around them. Having this clarity and self-awareness means a leader is more likely to grow, transform, inspire, and successfully lead the organisation.

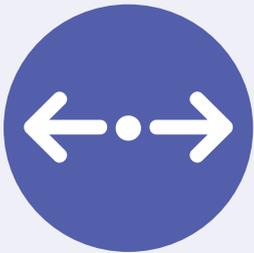
DO WHAT YOU DO

best

CORE™ Essential not only predicts leadership potential, but it opens individuals to understanding how to authentically align words and actions, their heads and hearts, and lean into courage and purpose. With these skills, they can inspire their organisations to achieve success.



Words come easy. Action does not. CORE™ Leadership opens leaders' eyes, minds and hearts. They become self-aware so they can do their best. Combined with feedback sessions, they learn to adopt behavioral changes that drive results.



GROWTH STARTS AT THE CORE AND EXPANDS OUT

People are complex. Businesses are complex. The CORE™ Essential Power Model breaks down that complexity into clarity to help you identify potential senior leaders.

How I Work With Others

Relationship Power reflects the ability to build and maintain relationships and networks with the ability to relate well with others and collaborate.

What I Build

Personal Execution Power looks at how an individual gets things done through personal action, making plans, and taking responsibility for their work, persevering to achieve results.

How I Make Impact

Impact Power shows how an individual takes charge and leads in making difficult decisions and effectively navigates complex structures.

What I See

Insight Power reveals an individual's ability to gather opinions and data and consider different viewpoints, to accurately assesses people, situations, or contexts.

How I Excel

Agile Power looks at an individual's ability to move quickly and apply learnings from past experiences to new situations.

TWENTY-FIVE MINUTES EQUALS LIFELONG

transformation

With in-depth research, a proprietary predictive algorithm and proven success metrics, in 20 minutes, you'll be able to know leadership potential so you can build a bench of inspiring leaders.

The CORE™ Essential assessment takes very little time and resources, yet the outcomes are nothing short of life-altering.

This multi-dimensional 5-in-1 integrated assessment uses 44 scales to provide a snapshot of senior leadership potential. It's suited for professionals with 7+ years of career experience and in a leadership role.

Easy-to-read management reports provide clear, concise intelligence, insights, and truths that lead to transformational change.

People cite the ease and accuracy of their report that shed light on new insights and surprising "ah-ha" self-discoveries.

In feedback sessions, participants become self-aware, own their next steps and see their role in organizational transformation.



2x

More revenue and profit growth for organizations with a strong leadership bench

"I was amazed at how accurate the reports were for my leaders and the team. It provided tremendous insight into their development."

Loic Giraud - Head Data & Business Analytics, Novartis

While you can't predict the future, now you can predict potential. You can establish baselines for desired leadership qualities and build a high-performing organization.

From candidate selection and career counseling through high potential selection, promotion and succession, easily assess leaders at all levels, determine where to focus development investment and pinpoint high risk triggers and manage them before they happen.

LET'S CHANGE THE

game

USING DATA

The uncomfortable truth, only



1 in 7

high performers are high potentials

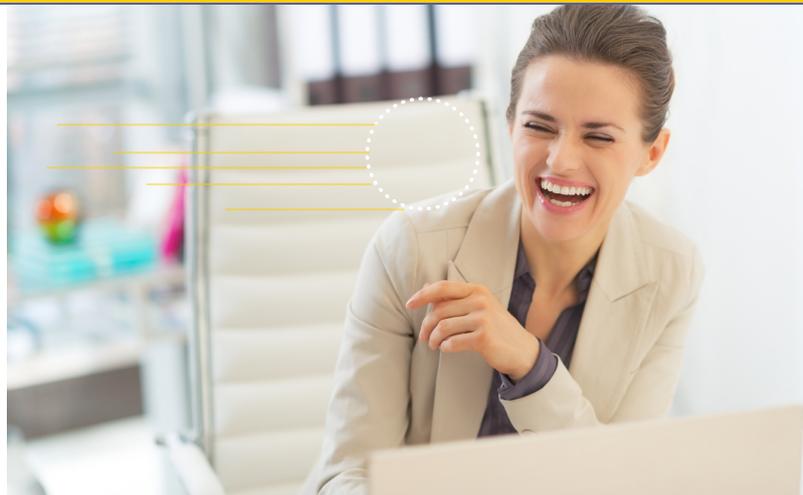
Only

1 in 3

organizations use hard assessment data to identify high potentials

Source: CEB

CORE™ Essential helps you build a stronger, agile and vibrant organization with inspiring leaders, who, in turn, inspire confidence that drives greater business results.



Source: Global Leadership Forecast 2018



Only

14%

of CEOs feel they have the leadership talent to execute their strategy



THE ONLY HOLISTIC

integrated

Qualities like “being balanced” and “adaptable” make exceptional leaders.

LEADERSHIP ASSESSMENT

CORE™ Essential is helping organizations with:

Talent Selection

Go Beyond Resumes

Reduce Turnover

Hire The Best

Leadership Level & Potential

Culture Fit

Talent Development

Identify High Potentials

Capability Strengths

Mitigating Gaps

Career Planning

Bench Strength

Leadership Development

Determine the “Why”

Areas of Strengths

Areas of Development

Transformational feedback

Development Planning

Leadership Adaptability

Team Development

Areas of Strengths

Areas of Development

Ability to Collaborate

Agility of Team

Team Derailers

Culture of Team



WHAT OUR CLIENTS *gain*



Inspiration

We fuel desire for understanding peoples' talents and strengths at a deeper level so they never stop learning and growing.



Confidence

Belief is power. We help empower individuals and organizations to grow with confidence, take risks and inspire others.



Opportunity

We champion the power of possibility and the lifelong pursuit of endless opportunity and achievement.



Results

We deliver. Everything we do is to help individuals, teams and organizations succeed at every level.

