

UNLOCK

# 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 AND

*inspire*

ORGANIZATIONAL  
SUCCESS

Successful leaders can spark a passion and a belief in the organization's vision. This creates a vibrant and agile culture for building sustainable business growth.



How do leaders build trust and devotion so that teams actively step up? How can they encourage teams to take risk, to feel heard and find purpose in their work?

When leaders become self-aware, align words and actions, decisions and deeds, beliefs and behaviours – and lead with authenticity, it inspires and motivates the entire organisation.

Among CEOs top challenges

**64%**

reported "developing next generation of leaders"

source: Global Leadership Forecast 2018



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GREATER VISIBILITY INTO GREATER

# potential

Within your organization, how do you identify those with the greatest leadership potential? How can you get insights to predict future success? The fact is many assessment tools shed light on a single dimension; they report “what” behaviours are observed and what competencies a leader possesses. And there it ends.

Yet people are multi-dimensional and behaviours are contextual. Without visibility into the why and how of these behaviours, you’re seeing only one portion of the potential picture. This can make it difficult for lasting transformational change. That’s why Human Edge developed the CORE™ Leadership Power Model that integrates multiple dimensions that focuses on the 11 leadership powers that drive exceptional leadership in the VUCA world.

CORE™ Leadership is a human-centric, holistic assessment which uses a backbone of research, data, and insights from 5 dimensions integrated into one comprehensive view. It gives you the full picture of senior leadership potential, with deep insight in their “why” and visibility into an individual’s “what,” plus working with a coach for “how” they can transform.



## CORE™ Leadership

5 dimensions and 72 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 master thoughts, lead by purpose and values, build physical resilience, and be in emotional balance 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*



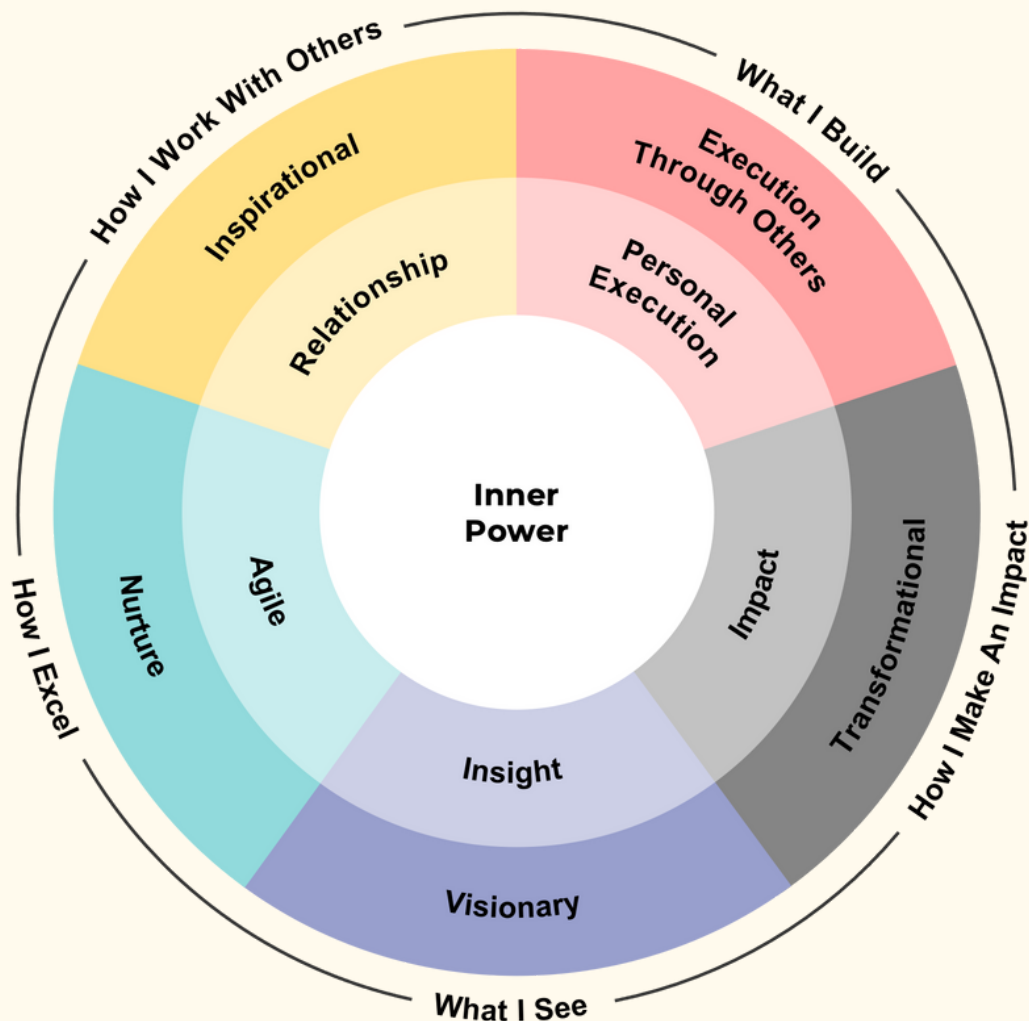
# ASSESS AND LEVERAGE LEADERS'

# *powers*

The CORE Leadership Power Model integrates four dimensions (Traits, Competencies, Human Performance and Drivers). Surrounding Inner Power are two rings of power groupings. The inner ring is self-reliant while the outer ring is other-reliant.

As individuals expand out into more

senior roles, they need the ability to expand out with corresponding capabilities toward the outer ring while still maintaining a high proficiency in the inner ring. It's essential to predict how well a leader can move beyond the inner ring, what development needs there may be and how you can support their transformation.





INNER POWER IS AT THE CORE AND A

*superpower*

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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 organization.

# DO WHAT YOU DO

# best

CORE™ Leadership not only predicts leadership potential, but it opens individuals to seeing how they can authentically align words and actions, align their heads and hearts, and lean into courage and purpose, and inspire their organizations to achieve greater results.



*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 FROM THE INSIDE OUT

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

### How I Work With Others

On the inner ring, **Relationship Power** reflects the ability to build and maintain relationships and networks with the ability to relate well with others and collaborate.

The outer ring, **Inspirational Power** examines how well an individual can inspire and gain buy-in from others, to engage and energize people in their work and ignite them into action.

### 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. **Execution Through Others Power** reveals how well an individual can achieve results through others, how well they can build effective teams, set direction, and foster a sense of urgency in others to complete projects.

### How I Make Impact

**Impact Power** shows how an individual takes charge and leads in making difficult decisions and effectively navigates complex structures. **Transformational Power** looks at how comfortable an individual is leading through uncertainty or change, how they can define action plans and adjust to the organizational environment as needed.

### What I See

**Insight Power** reveals an individual's ability to gather opinions and data and consider different viewpoints, to accurately assess people, situations, or contexts. **Visionary Power** looks at an individual's ability to see the big picture, how they could set company strategy in light of the wider market, identify creative ways forward and seize opportunities for a competitive edge.

### How I Excel

**Agile Power** looks at an individual's ability to move quickly and apply learnings from past experiences to new situations. **Nurture Power** looks at an individual's ability to identify, secure and develop talent within the organization.



FOURTY-FIVE MINUTES EQUALS LIFELONG

# transformation

With in-depth research, a proprietary algorithm and proven success metrics, in less than one hour, we can assess your bench, predict leader potential to help you build a bench with inspiring leaders.

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

This multi-dimensional 5-in-1 integrated assessment uses 72 scales to provide a comprehensive view. 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.

Time and again, people report the value of CORE™ Leadership, the accuracy of their report and how the process led to new insights and surprising “ah-ha” discoveries.

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



*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™ Leadership 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

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THE ONLY HOLISTIC

# integrated

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

## LEADERSHIP ASSESSMENT

CORE™ Leadership 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.



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