

# Advancing

# Leadership and Organizational Development

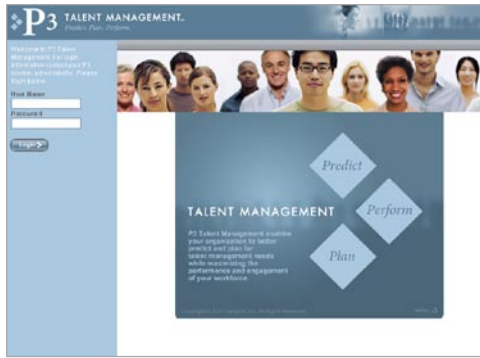


Vangent helps you to achieve leadership and organizational excellence through a comprehensive range of strategies, tools, and services. These solutions enable you to identify, develop, and retain key talent; make wise organizational development investments; and realize the performance potential of your organization.

**Questions we help you answer:**

- ◆ How can we consistently, objectively, and proactively identify and groom our future leadership?
- ◆ How can we get a constructive profile of employee engagement that can translate to actionable improvements?
- ◆ Can we make competency-based prescriptive learning recommendations to close business-critical skill gaps?
- ◆ How can we provide high-value, high impact learning options to executives and managers who don't have a lot of time to devote to learning?

meaningful



## P3 Talent Management™ Solution

- ◆ Assess skills, potential, and performance online
- ◆ Streamline and standardize talent pipeline development process
- ◆ Leverage 9-box modeling to assess bench strength in key positions
- ◆ Prescribe targeted learning interventions at the individual and group levels
- ◆ Hosted solution means no lengthy implementation cycles or IT headaches

## Premier Campbell™ Development Surveys

Recognized globally as the principal survey instruments for collecting, assessing, and quantifying attitudes, opinions, and perceptions at the individual, team, and organizational levels. Developed by renowned psychologist Dr. David Campbell, backed by decades of research and experience, and endorsed by the prestigious Center for Creative Leadership.

- Campbell™ Organizational Survey (COS™)
- Campbell-Hallam™ Team Development Survey (TDS™)
- Campbell-Hallam™ Team Leader Profile (TLP®)
- Campbell™ Leadership Index (CLI®)

System for Testing & Evaluation of Potential (LH-STEP™)

Management Success Profile (MSP™)

Management Aptitude Test (MAT™)

Management Readiness Profile (MRP®)

Retail Management Assessment Inventory (RMAI®)

## Robust Suite of Management Assessments

- ◆ Help ensure the best talent rises to the top
- ◆ Easy to administer and obtain results
- ◆ Use for selection, promotion, development, and benchmarking
- ◆ Normed, validated, and derived from scientific review and analysis
- ◆ Complimentary suite meets needs across the managerial continuum



## Innovative Leadership & Management Development

Lessons from the world's most prominent business leaders at your fingertips. The idea behind Fifty Lessons is simple. We work closely with successful business leaders to capture, store, and pass along their most important learning experiences in the form of short and powerful stories which cover a broad spectrum of organizational challenges. The result is a library of over 500 leadership lessons from over 100 high profile international business leaders, available in a wide range of modalities. Fifty Lessons can be customized to your organization to capture critical knowledge and experiences of your master performers to create a digital library of best practices.

Through our alliance with the Center for Creative Leadership, we can provide you with world-class leadership development options – designed to meet your organization's specific needs. In addition, we offer award-winning custom learning that can be used to orient new front-line managers, standardize management processes, and roll out new leadership philosophies and initiatives.