

Data to Drive Executive Excellence

Immerse mid-level leaders and early executives in a high-level leadership experience to gain holistic insights for succession and growth.



SOLUTION:
Leader3 Ready®

YOUR VALUE:
Develop strong mid-level leaders and early executives who are ready to execute your business strategy today and fill your bench for tomorrow.

VALUE TO LEADERS:
Leaders see the challenges they'll face as an executive and spot their growth areas, helping them find better success ahead.

"This 'let me try' approach to distilling feedback about performance allows leaders, and their managers, to gain intelligence and pass informed judgment about just how ready they are to lead successfully—today, tomorrow, and further into the future."

Lacy Loew
VP and Principal Analyst,
Talent Management,
Brandon Hall Group

WITH LEADER3 READY YOU CAN:



Personalize Development

With an immersive "day-in-the-life" assessment, your leaders experience the real challenges of executives and you get rich data to tailor and accelerate development for individuals and groups.



Promote & Select the Best

Insightful, objective feedback and reports help you make fair, unbiased decisions to hire and promote the best leaders for early executive levels.



Perform Scenario Planning

Use a high-fidelity heat map that shows which executives are best prepared to step up to specific business challenges, including those who have the most potential for future senior executive and C-suite roles.



Reduce Risk

It's estimated that 40-60% of executive transitions fail. Across your executive team, spot the gaps that could create vulnerability for your business.



SOLUTION AT A GLANCE

Immersive Development

Leaders participate in a memorable experience with realistic scenarios so they can immediately see how their current behaviors, skills, and personal approaches affect their performance.

Customized to Your Business

The assessment is tailored to the context of your organization’s business challenges and leadership expectations to help prioritize development and make the best succession decisions.

4D View

A holistic look at your leaders’ capabilities across four key dimensions—behavior, experience, motivation, and personality—creating a highly personalized profile for selection and development.

Research-Backed

Leader3 Ready is built on our world-renowned assessment center design, based on 50 years of research on executives. Data-proven to be the best and most accurate way to measure and predict executive performance.



HOW IT WORKS

1.

Leaders complete three inventories to share their preferences, motivations, and leadership style. They also complete a business case study.

2.

Prior to the simulation, leaders review background information about the fictional company where they will be immersed in an early executive role. The information is customized to fit your unique business strategy.

3.

Leaders complete the fully virtual, immersive “day-in-the-life” simulation that takes between 4 and 6 hours and measures up to 14 competencies.

4.

After the simulation, DDI will process and score the data using a proprietary blend of artificial intelligence and professional assessors.

5.

Every participant receives a robust, dynamic report and feedback with a DDI coach, as well as development guides and resources.

14 Executive Competencies

Choose from the following for your business context:

- Building Organizational Talent
- Business Savvy
- Coaching & Developing Others
- Cultivating Networks and Partnerships
- Customer Focus
- Driving Execution
- Driving Innovation
- Emotional Intelligence
- Entrepreneurship
- Establishing Strategic Direction
- Leading Change
- Operational Decision Making
- Sharing Responsibility
- Strategic Influence

Take a closer look:
www.ddiworld.com/L3