About Development Dimensions International

Who We Are. Development Dimensions International, or DDI, is one of the top talent management consultancies. Forty-five years ago, we pioneered the field; today we remain its chief innovator.

What We Do. We help companies transform the way they hire, promote, and develop their leaders and workforce. The outcome? People ready to instigate, understand, and execute business strategy, and address challenges head-on.

How We Do It. If you have ever had a leader you revered or marveled at how quickly a new hire came up to speed, you might very well be experiencing DDI at work. Often, we are behind the scenes, creating custom training or assessment that clients can roll out on their own. Other times, we are more visible, helping clients drive big changes in their organizations. Always, we use the latest methods, based on science and the test of time.

Who We Do It With. Our clients are some of the most successful companies on earth. They’re Fortune 500s and multinationals, doing business across a vast array of industries, from Shanghai to San Francisco and everywhere in between. We serve clients from 42 DDI-owned or closely affiliated offices.

Why We Do It. The principles and skills we teach don’t just make people better employees, they are at the heart of what makes for happier and more fulfilled human beings—better family members, better neighbors, better friends.

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**Leader3 Ready** is a breakthrough virtual mid-level leader assessment enabling precision identification of your highest performing leaders with the greatest potential for success in a next level role.

Last Lee
Vice President and Principal Analyst
Talent Management
Brandon Hall Group

**WHY LEADER3 READY®?**

The difference between hoping and knowing your mid-level leaders are ready. That’s where you are now. You know that a gap in leadership capacity, especially at this pivotal level, can be catastrophic for your organization. So what are you waiting for?

Leader3 Ready®, DDI’s latest breakthrough in assessment, drives better leadership decisions—and catalyzes the development of more of the right leaders faster for your business. This realistic, virtual solution makes it easier to get the talent intelligence you need, and arms you with the power to do more.

Identify, select, and develop the right mid-level leaders to emerging executives (3rd Jump Leaders) and prepare them for the role they’re in today—and the role you’ll need them to step up to tomorrow.

**THE LEADER3 READY® DIFFERENCE**

**Customized, Innovative Experience:** A compelling, high-fidelity, virtual assessment, tailored to the context of your organization’s business challenges and leadership expectations.

**4D View:** A holistic look at your leaders’ capabilities, synthesizing behavioral, motivational, experiential, and personality data.

**Development Catalyst:** Catapults leaders into their own development paths with highly credible insights, interactive individual reports, and expert development guidance.

**Strategic Insight:** Greater intelligence for selecting and promoting for key positions today, accelerating the right leaders, and examining future business strategies.

**Get Relevant Results**

Insightful reports & feedback answer the critical questions with confidence:

- Are your mid-level leaders ready to execute your business strategies?
- What specifically will you need to focus on?

**Personalize Development**

Leaders understand their specific development gaps within a competency and can shape their individualized development approach. This creates a laser focus for upgrading their performance in those critical areas.

**Create Business Context**

Tap into business drivers (e.g., shape organizational strategy, build a high performance culture, control reduce operating costs) to create the business context that most accurately reflects your organization.

**Mirror Your Culture**

Align the results provided to participants by using your organization’s competency labels and descriptions.

**Mitigate the Riskiest Career Transition**

It’s no secret your mid-level leaders are the linchpin between your organization’s strategy and execution. In turn, your ability to place the right talent in the right mid-level positions and accelerate their performance has never been more critical.

Leader3 Ready illuminates your most-critical leaders’ strengths and development areas, determining their readiness for current and upcoming challenges—and brings clarity on what is needed for them to be ready.

**Better Intelligence to Make Better Decisions**

Multiple layers of valuable insight will guide your decisions on promotion, succession, selection, development, or business strategy. Strategic stakeholders gain actionable talent intelligence.

**Group-level Leader3 Ready results can arm you with:**

**Sight**—to understand how ready your leaders are to execute business strategies.

**Insight**—to make the right decisions about who to place in key positions or consider for differential focus in your succession agenda. Results target specific skill gaps, focusing development to accelerate leader readiness.

**Foresight**—to look at your leadership capacity relative to new or potential business strategy scenarios and determine how ready your leaders are to step up to the future.

**An Immersive Experience—and a Clear Path Forward**

L3’s powerful, realistic assessment experience is contextualized for leader roles in your organization and fast-paced industry. Participants have described it as feeling “disturbingly like work.”

Interactive reports and feedback are a catalyst for personalized leader development. Designed for guided self-discovery, online reports empower your leaders to explore their feedback and transform it into a clear development path. Leaders have prescriptive development actions that drive a laser focus on what matters most for their future and for your business.

**Quality and Consistency without Compromise**

The power to deliver reliable assessment anywhere in the world requires an assessment that is both globally consistent and culturally sensitive. Whether your leaders are in Miami or Mumbai, their experience, the depth of measurement, and the uniform quantity and quality of the data elevates your global assessment program—and your business intelligence—to a new level.

Leader3 Ready helps you reach a new level of confidence in your talent decisions with world-class assessment anywhere in the world—at a price point that works for your entire mid-level population. You will reach more of your mid-level, impacting more leaders and drilling deeper into your business.

**Who are your 3rd Jump Leaders (and why do they matter)?**

Over the arc of their careers, leaders make a series of transitions, or “jumps,” that demand a new level of capability and readiness, as they move from being the leaders of individuals and initiatives to the leaders of leaders and organizational divisions. It is the “3rd jump,” to a more advanced role with greater visibility and responsibility for business outcomes, that defines the leader’s success or failure—and has direct implications on the business. Upon their 3rd jump, they may have to, for the first time, balance operational concerns with a focus on future direction, assume accountability for significant P&Ls, and coach other leaders as they work with their teams to accomplish critical tasks. These leaders are at the nexus of your strategy and execution, translating your evolving organizational vision and goals into business performance. Identifying, promoting, and developing 3rd Jump Leaders are among the most important talent decisions your organization must make.
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Tap into 24 different business drivers (e.g., acquisition & strategic alliance, exploring adjacent markets, differentiated global strategies, growth mandates) to create the business context that most accurately reflects your organization.

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