The Talent Management Expert

Strategy. Execution. Results.
Is talent at the
For some companies breakthrough technology fuels their growth. For others, it is enhancing customer loyalty or successful entry into emerging global markets. But for all companies, the one priority that stands at the very top is talent. With it, everything is possible. Without it you can count on one failed business strategy after another.

It’s little wonder that three quarters of senior executives who participated in a recent DDI-Economist study listed talent as their most critical business imperative—above all others.

We’re Missing the Mark

You’ve heard it before: great talent is the only sustainable strategic advantage. And yet, finding it, engaging it and hanging on to it still eludes many organizations. In our DDI-Economist survey, over half of the senior executives complained that an insufficient supply of talent is actually putting their businesses in jeopardy.
For more than four decades, DDI has been helping hundreds of corporations around the world close the gap between where their business needs to go and the talent they must have to take them there—in good times and tough times.

**DDI’s experience in talent management is unparalleled:**
- Using our world-class learning systems, organizations are developing more than 250,000 better leaders each year.
- More than 3,200 high-quality hiring decisions are made every hour using our behavioral interviewing, testing and assessment systems.
- Major corporations make crucial promotion and placement decisions for over 3,000 senior executives each year using our assessment process—in Singapore, Beijing, London, Mumbai, New York and hundreds of other locations around the world.

The numbers are just part of the picture. In an independent survey of senior HR executives, DDI is at the very head of the list of major talent management competitors in terms of breadth of our solutions, our levels of expertise, the quality of our people and services.
The difference
You’re in good hands when you choose DDI.
Because it’s not just what we do, it’s how we do it.
Our engagements are guided by a set of beliefs and practices that are essential to producing the outcomes you expect.

Belief One
Talent strategy must be tightly aligned with business strategy. Too many talent initiatives are stopped dead in their tracks. Why? Because they were never designed to drive the execution of business strategies.

Belief Two
Measurement counts. You can’t prove what you don’t measure, and you can’t improve unless you know what works. Identifying talent management outcomes from the outset and measuring every step of the way are key.

Belief Three
Integration is the glue. Strongly connecting all of the talent processes such as hiring, development and performance management will help you achieve your business goals faster and more successfully. By integrating around success profiles or competencies and leveraging data gathered from each process, your organization will make talent decisions far more confidently.

Belief Four
It’s all about execution—the “hows” trump the “whats.” The biggest key to competitive differentiation is not just your talent strategy but the ability to get it done—to execute the plan. Nine-box grids, development plans, and assessment and testing software won’t guarantee that an organization has the right talent now or in the future. Having a sound plan and executing it well does.

Belief Five
Software ≠ talent management. It’s a bit like saying a food processor can produce a five-star meal. Software might enhance efficiency but it can’t give you better insights to clearly identify and develop high potentials, build leadership skills or make crucial selection decisions. We bring together experience and expertise with award-winning programs and tools—all made more efficient through our leading-edge technology.

We understand what makes talent management work.
After all, we’ve been doing it for 40 years with some of the world’s most successful companies in nearly every industry, including health care, manufacturing and telecommunications. You will find us to be a uniquely qualified partner wherever you are on your talent journey.
7 steps to close
your talent gaps.

DDI has a comprehensive, yet practical, approach to talent management. It’s been a successful blueprint for many clients because it brings together major strategies, processes, and activities required to systematically manage an organization’s talent.

1 Talent Strategy
2 Success Profile Management
3 Selection & Assessment
4 Leadership & Workforce Development
5 Succession Management
6 Performance Management
7 Execution

Read on to learn more.
Talent Strategy—Getting Your Priorities Straight

A sound talent strategy starts with a clear picture of the business outcomes you expect and the talent you will need to achieve those outcomes.

DDI will work with you to:
- Pinpoint current and future business drivers.
- Define how success will be measured.
- Identify gaps in the quality and quantity of talent required to execute your business drivers.
- Uncover strengths and weaknesses in your current talent management systems and capabilities.
- Deliver a strategy aimed at closing your talent gaps.
Clearly Defining What Great Talent Looks Like

If you don’t know what you are looking for, you will never find it. DDI’s approach to competency modeling—Success Profiles℠—will accurately identify what success looks like for all of your critical roles. The data you get from Success Profiles will serve as ‘glue,’ integrating every component of your talent management system. They will guide hiring and promotion decisions, setting performance expectations, and targeting development activities.

Working with DDI will give you:
- A fresh approach to competency modeling. Success Profiling℠ starts by determining your business drivers and then connecting them to the knowledge, experience, competencies and personal attributes required for high performance.
- The tools to be successful: the most comprehensive competency library in the industry along with a range of tools to help you create Success Profiles for your organization.
- Integration of common competencies across your talent management systems.

Putting the Best Talent in Every Job

No amount of development will make up for a poor hiring or promotion decision. DDI offers the most comprehensive range of assessment, testing and behavioral interviewing tools in the world.

DDI helps you make every hiring and promotion decision count through:
- Designing selection systems with three goals: higher quality, increased efficiency, and legal defensibility.
- Targeted Selection®, the world’s leading behavioral interviewing system.
- More than 800 valid and legally defensible tests and assessments, covering a full range of positions—all powered by the latest technology.
- Recognizing that you may already use a particular candidate management system but need to bolt on quality tools to improve the process, DDI can integrate its testing and assessment technology with most Applicant Tracking and Recruitment Process Outsourcing systems.
Developing the Right Skills at Every Level

Learning may start in the classroom—or online—but it must continue on the job. DDI provides relevant and challenging learning experiences for all levels from individual contributors and front line leaders to mid-level and senior-level leaders. More importantly, we help to ensure that newly-learned skills are put to use from the first day back on the job.

Better skills, higher engagement and accelerated performance start with:

- Multirater assessment (360°) system for a deeper understanding of strengths and development needs.
- Two comprehensive development programs—Business Impact LeadershipSM and Interaction Management®—that provide a curriculum of 70 courses to address contemporary challenges at every level.
- Customized learning services to tailor your curriculum, including building in action learning experiences.
- Leadership and executive coaching to strengthen performance.

On-the-job support tools to extend the learning experience:

- OPAL® (Online Performance and Learning) to provide ‘instant’ coaching and expert guidance on handling work situations and developing important business competencies.

Multiple delivery options:

- Traditional and virtual classroom via train the trainer, virtual classroom or DDI delivered.
- State-of-the-art e-learning delivered through a variety of hosting options.

Succession Management—Who’s Next?

When your CEO asks “Who’s next?”, will you know? Succession management is about continually developing and moving talent over time. It’s about having leaders who are ready today to meet your business needs of tomorrow.

DDI brings clarity, structure and accountability through:

- Early identification of high potentials using a set of validated criteria.
- Establishing acceleration pools for rapidly developing high potentials to assume higher and more complex roles.
- Strategic Talent Reviews, providing comprehensive feedback and recommendations to executives on readiness of individuals and teams to move into critical roles and address future challenges.
- Expert consulting support to enhance the quality of your succession management process.
- A full range of leadership/executive assessment and other evaluation tools to guide individual development and make key placement and promotion decisions. Assessment can be at one of our 29 acceleration centers, your facility or online.
- Assessment feedback sessions designed to spark change.
Performance Management Drives Bottom-Line Performance

Performance management is the greatest catalyst to successful talent management and it is often the most poorly implemented. Done well, it enables the execution of business strategy by creating alignment, accountability and focus.

DDI’s performance management expertise includes:

- Executing Business Strategy®—Guides leaders through an effective and proven execution process for turning strategies into results.
- Maximizing Performance®—High impact training that gives managers and their team members the skills to set and gain commitment to both the “whats” (measureable goals and accountabilities), and the “hows” (competencies) and to ensure they are linked to overall business goals. Managers also learn to evaluate behavior and conduct meaningful performance reviews.

Execution—We Make it Stick

Choosing the right talent management initiatives and implementing them well is just half the battle. The other half is making it all stick. Our systematic approach to execution can help you achieve the results you need for your talent—and your organization.

Here’s how we can help you execute:

- Clear and ongoing communication to all stakeholders about what you are doing and why.
- A relentless focus on clear accountabilities: who is responsible for what.
- Aligning your talent initiatives with systems such as rewards, recognition, and compensation to drive results.
- Putting a measurement process in place. Our own Center for Applied Behavioral Research will help you determine the real impact of your implementation.
Talent is your business
As we talk with clients, one theme emerges over and over again: DDI associates. The strength of their partnership skills. The quality of their work. The level of expertise they bring. And, most of all, the passion they have for making a meaningful difference in the organizations they work with.

We’re an uncommon company in so many ways.

We invite you to get to know us better.

ABOUT DEVELOPMENT DIMENSIONS INTERNATIONAL:
For over 40 years, DDI has helped the most successful companies around the world close the gap between where their businesses need to go and the talent required to take them there.

Our areas of expertise span every level, from individual contributors to the executive suite:

- Success Profile Management
- Selection & Assessment
- Leadership & Workforce Development
- Succession Management
- Performance Management

DDI’s comprehensive, yet practical approach to talent management starts by ensuring a close connection of our solutions to your business strategies, and ends only when we produce the results you require.

You’ll find that DDI is an essential partner wherever you are on your journey to building extraordinary talent.