

REGISTER

# Accelerate Talent Strategies



THIS EXIT

DDI's 2012 Event Series

The Talent Management Expert





There's no denying that the pace of business has quickened.

- Are you ahead?
- Merely keeping up?
- Behind?

This 2012 DDI Talent Management Event Series was designed to help you rethink approaches, and keep pace with your organization's needs. Whether you join us in person for face-to-face discussions with experts and peers or virtually for a webinar, you'll speed up your ability to meet your talent management challenges.



## TO ACCELERATE...



To register for any of these events you can:

**CALL** (800) 933-4463

**VISIT** [www.ddiworld.com/eventseries](http://www.ddiworld.com/eventseries).

**SCAN** with your smart phone!





# LEADERSHIP AND WORKFORCE

THIS EXIT

## Designing a Leadership Learning Journey

Development solutions resulting in the highest ROI are closely tied to organizational challenges and what leaders need to do to drive the business forward. They require a strategic, practical approach that broadens and deepens leaders' knowledge, skills, and experiences—an approach that isn't a one-time event. Enter learning journeys, which employ a development approach anchored in business strategy, provide practical applications, and occur over time.

Recent research shows that organizations with highly effective development solutions use 32% more development methods (DDI's *Global Leadership Forecast 2011*). So, how do you create a learning journey that includes formal, informal, and social media components? How do you ensure that your development initiatives build better skills that lead to improved performance and higher engagement?

During this session you will learn best practices and see real case studies from organizations that have successfully executed the learning journey concept. You also will get hands-on experience designing two learning journeys.

Join us and learn:

- How to create a learning journey that incorporates the 70/20/10 principle for frontline and mid-level leaders.
- Best practices for incorporating new components and methodologies, such as Learning 2.0, into your development programs.
- How to ensure alignment between development solutions and your organization's strategic priorities.

**Format:** Live Event

**Cities/Dates:**

Parsippany | February 7

Chicago | March 27

## Middle Managers as Change Agents

*(Health Care)*

Transparency. Reorganization. Reimbursement changes. Coordinated care. These issues are top of mind to nearly every health care executive. How will your organization survive so many changes? While executives are driving execution of many initiatives underway, it is leaders at the mid-level who are dealing with the complexities of change day in and day out. Do they have the skills they need to ensure that the vision is carried out?

Our research says no. We've found that leaders at this level have four critical challenges: driving performance in a changing world, horizontal integration in a complex organization, leading and developing talent, and making tough decisions.

**During this session, we'll:**

- Relate the four leadership challenges specifically to the changing health care business environment.
- Share insights for how to address these challenges, and tips for arming your mid-level leaders with the skills they need to excel.
- Share key learnings and best practices.

**Format:** Webinar

**Date:** March 21

## MORE LEADERSHIP THIS EXIT



### Nissan Test Drives the Virtual Classroom: The Next Best Thing to Being There

Probably much like your organization, Nissan is contending with reduced development budgets, increased globalization, and higher levels of complexity within their organizations. Luckily, virtual training presented itself as an attractive option to lower costs while reaching their leaders almost anywhere in the world. With lessons learned from her own implementation, Nissan's Darci Padilha, HR Manager—Africa, Middle East and India Region, shares her award-winning Virtual Classroom implementation, which provided leadership development to leaders in 25 countries.

#### During this webinar, we'll:

- Share the reasons why Nissan chose the Virtual Classroom environment to develop their leaders.
- Closely examine the components of their roll out from beginning to end.
- Reveal valuable lessons and best practices that you can use whether you are considering a virtual classroom implementation or have one well underway.

**Format:** Webinar

**Date:** May 1

It's essential.

# INTERACTION ESSENTIALS

**Leaders have two crucial roles:** build relationships and get work done through others. Both demand strong essential interaction skills. Leaders have to learn to listen, empathize, involve and support before they can learn to coach, influence others, build partnerships, and gain commitment. And when they don't develop these crucial skills up front, they don't develop into great leaders. DDI calls these skills the "interaction essentials," and we build them in more than 300,000 leaders every year around the world. We're pleased to present this pair of 30-minute webinars to help you learn more.

**THE INTERACTION ESSENTIALS:****The Secret to Great Leadership**

Our research reveals that one in three associates feels that their leader isn't effective. Organizations need to get back to basics and equip leaders with what we call interaction essentials. So what are these key skills that so drastically impact leadership quality? And how can you be confident that the skills are sustainable over time?

Join DDI as we delve into new thought leadership that will answer these questions and more.

**During our thirty minutes together, we will:**

- Outline the essential skills critical to any leadership task or interaction.
- Based on brand new DDI research, uncover just how well (or not!) leaders are applying these essential skills.
- Learn what you can do in your organization to help your leaders develop the foundational skills they need to be successful.

**Format:** Webinar

**Date:** March 8

**THE INTERACTION ESSENTIALS:****Organizations That Realized Results**

The interaction essentials are the foundation of good leadership—and we can prove it. DDI has compiled more than seven years of measurement results that illustrate how organizations that foster their leaders' essential interaction skills (developed as part of our Interaction Management® development system) reaped significant return on their development investment. Whether you're looking for evidence for yourself or to use for making the development case to your stakeholders, you'll delight in the facts, figures and findings presented during this session. At the end of this webinar, you'll know why core skill development is a smart use of resources.

**During our thirty minutes together, we will:**

- Reveal the latest research that demonstrates the value of developing the essential interaction skills.
- Provide an overview of DDI's industry-leading Interaction Management® development system.
- Hear testimonials from practitioners about why Interaction Management® works.

**Format:** Webinar

**Date:** April 5

LEADERSHIP AVE

NETWORK. LEARN. SHARE. GROW.

THIS EXIT



# TALENT IDENTIFICATION

THIS EXIT



## Know More, Guess Less: The New Selection Imperative

Research shows that only 50 percent of hiring decisions are considered win-wins for the hiring managers and the candidates. And with so many candidates in the job market today, the idea of finding the right one is even more daunting. Making the right hire is a combination of knowing what you're looking for and how to recognize it when you see it.

Organizations that are making savvy hiring decisions in today's market know that effective competency models, solid tests and stellar interviews work together to reveal the ideal candidate. Leveraging this multi-tiered approach to selection is easier than you may think.

Join us in person to:

- Find out how strong candidate profiles will help you avoid overlooking critical information in your selection process.
- Get the facts about pre-employment testing, from the different types of assessments to maximizing intelligence gathering early in the selection funnel.
- Learn five tips to improve the most critical step in the selection process: the face-to-face interview.

Network with your peers and learn what best-in-class organizations are doing to improve their quality of hire.

**Format:** Live Event

**Cities/Dates:**

New York | March 15

Columbus | March 22

Kansas City, MO | April 4

Houston | April 12

Chicago | April 17

Los Angeles | May 17

## Selecting Top Talent at Procter & Gamble

Can you imagine getting over a million applications a year? Could you trust that your selection system wouldn't rule out someone really good? With incredibly high volume and limited open positions, P&G relies on a very efficient selection process to quickly identify top candidates and make sure their hiring managers' valuable time is only spent on the most promising contenders.

Applicants take several assessments before ever engaging with P&G's selection experts. Among the first steps in the selection process is the Adaptive Reasoning Test (ART). This cognitive ability test represents some of the most significant advancements made in cognitive testing in decades. Every candidate, regardless of the role they are applying for, takes it.

**During this one-hour session, Dr. Robert Gibby from P&G will share:**

- P&G's assessment system blueprint, including the ART and other cutting-edge assessment tools.
- Best practices and challenges related to integrating cognitive testing into your organization's selection process.
- Tips to streamline your selection process, and improve quality of hires.

**Format:** Webinar

**Date:** May 16



## Building Complete Competency Profiles: A Whole Person Approach

Time and again, organizations come to us to help them figure out why their selection process isn't performing the way they want it to – meaning the quality of their hiring and promotion decisions isn't what they expected. Zeroing in on the problem usually comes back to a simple question: "What are you looking for?"

Often, we find that many organizations aren't looking at the whole person, unknowingly excluding crucial hiring information. Our approach to developing Success Profiles<sup>SM</sup> identifies four essential ingredients: knowledge, experience, competencies and personal attributes that paint a more complete candidate picture, regardless of level, role or industry.

### During this online session, you'll learn:

- More about each of the four components of a complete Success Profile<sup>SM</sup>.
- How you can hardwire your Success Profiles to your organization's business drivers.
- About DDI's multiple options for creating Success Profiles.
- How the profiles can be used as the foundation of an integrated talent management system.

**Format:** Webinar

**Date:** February 21

## Are Your Assessments Gathering the Intel You Need?

What do you think the result would be if we used the same customer service assessment at a software company as the one we use at a world-class hotel chain? Would the identical test predict exceptional performance at two very different organizations with vastly different cultures? Probably not. How could it?

The truth is, so many critical decisions are being made with the intelligence gained through the use of assessments—from who to hire or promote to what skills should be developed. You need to know with 100 percent certainty what the test you're using will predict in your organization. With so many options available, choosing the right assessment to meet your needs can be a daunting task, and not all assessments are created equal.

During this online session, we'll differentiate between types of assessments and explain how to use them and what to do with the data you gather.

### You'll learn:

- How to maximize the value of your assessments by using the right tool at the right time.
- The importance of validating the tests in your organization.
- How to incorporate the candidate intelligence you've gathered into a comprehensive selection process.
- How to use what you've learned to build a development plan.

**Format:** Webinar

**Date:** March 29

## Profiling the Physician Leader (*Health Care*)

Executing quality initiatives and making improvements to the care delivery process depend on better alignment of hospitals and physicians. By now, most organizations have moved towards one of two common models: Increased physician employment or a shared leadership model. Regardless of what your organization has chosen, you'll need to identify which physicians will make the best leaders. What skills and behaviors do they need to demonstrate? And how do you know which physicians are really motivated to be leaders?

With so much riding on choosing the right physicians to be in leadership roles, many organizations are seeking support to help them identify the right formula for physician leadership success.

### During this session we will share their journey to creating that critical Success Profile for physician leaders, including:

- Why it was so important to take this step, and how to approach the task.
- What needs to be considered when creating the physician leader Success Profile.
- Diagnostic tools to identify the physicians who can be exceptional leaders in your organization.

**Format:** Webinar

**Date:** February 15





# BUSINESS STRATEGIES

THIS EXIT



## Building the Business Case for Investing in Mid-level Leaders

More and more organizations have begun to invest in their mid-level leaders, viewing them as a linchpin to executing their business strategy. And for good reason: our research shows that only 39% of HR leaders believe that their organizations will be able to meet their business goals 3-5 years out with current mid-level performance. And only 10% of mid-level leaders feel prepared to tackle the challenges they'll face in the next 3-5 years. We can help.

### Join us to:

- Learn the key reasons why you should invest in your mid-level leaders.
- See a sneak preview of Business Impact Leadership®, our new mid-level leadership development program
- Learn how Finch Paper implemented a multi-level leadership development strategy that exceeded their expectations.

**Format:** Webinar

**Date:** June 5

## Growing Leaders at the Speed of Business: The Acceleration Imperative

Billions are spent each year on initiatives aimed at bolstering leadership talent management initiatives. Yet according to DDI's new *Global Leadership Forecast 2011*, only 1 in 5 organizations feel they have the quantity and quality of leaders to meet their business challenges three years out. That spells big trouble given it can take up to a decade to replenish your leadership bench. Clearly, it's time to rethink our approach to quickly close the gap.

### Join us in this dialogue event to:

- Learn how to better align your current talent management strategy with your business strategies.
- Examine the latest methods and technology for identifying high-potential leaders.
- Explore new approaches for accelerating the performance and development of your leaders.
- Hear cases from companies who have developed better leaders—faster.

All participants will be the first to receive preview chapters of our brand new book about accelerating leadership readiness.

**Format:** Dialogue

### Cities/Dates:

Washington, D.C. | February 16

Montreal | February 23

St. Louis | February 28

Atlanta | March 8

Minneapolis | March 29

San Jose | April 11

Pittsburgh | April 26

New York | May 2

Calgary | May 23





## Your #1 Topline Growth Strategy: Accelerating Sales Leader Readiness

As organizations return to topline growth strategies, many are asking: Do we have the right sales talent and sales leadership to drive growth? The stakes are enormous, and expectations for rapid progress are high. In fact, the financial impact of having the wrong sales people in your leadership positions can be devastating. According to research conducted by McKinsey, each poor performing sales manager can cost a company as much as \$20 million annually. How can you tell whether your emerging sales leaders are ready? What aspects of the new job are going to be challenging for them?

### During this webinar, you'll learn:

- How to identify individuals who have the potential to become great sales leaders.
- The critical performance areas sales leaders are struggling with in today's economy—and how you can look for and develop these capabilities in your leaders.
- How to increase the probability of predicting success on the job.

**Format:** Webinar

**Date:** February 7

## Driving Innovation: The New Leadership Competency

Innovation—it's back as a top CEO priority, and for good reason. A recent *New York Times* article singled out innovation as “the key ingredient to economic progress and more competitive products.” While organizations may take different paths to driving innovation, success comes down to one common denominator: a whole new set of leadership behaviors. Yet, only 50 percent of leaders feel they have the skills to foster innovation. And only 50 percent of employees feel that their boss is supportive of making their ideas happen.

### Join us to:

- Discover the major organizational challenges that block innovation.
- Hear findings of our new study highlighting differences between leader and employee perceptions in creating a culture of innovation.
- Learn about the four key leadership behaviors most crucial in fostering a culture of innovation.
- Explore DDI's new game-changing solution for building leadership innovation excellence.

All participants will receive a complimentary copy of our new study on innovation.

**Format:** Dialogue

**City/Date:** Toronto | March 21



## Driving Innovation: The Role of Mid- and Senior-level Leaders

The need to innovate has always been important. However, as companies navigate through the new normal, it's one of the top business drivers we're hearing from clients. The pressure to find innovative solutions that result in competitive differentiation is tremendous. Leaders have to push their thinking and approach to meet these new requirements. How can HR executives support this mandate to drive a culture of innovation?

### Join us to learn:

- What innovation looks like in other organizations.
- What are the most common challenges that block organizations from getting there—and what you can do about them.
- How to operationalize the four critical leader actions across levels in order to create a culture of innovation.
- The role of HR professionals in helping leaders to drive a culture of innovation.

By attending this webinar, you'll be among the first to receive a copy of our new research findings on innovation.

**Format:** Webinar

**Date:** March 13

## Build the Right Environ- ment for Employee Engagement

Employee engagement has emerged as a leading indicator of success for talent management initiatives. More than just happiness, engagement is a way to gauge your employees' motivation and desire to help your organization achieve its goals and objectives. Engagement levels are reflected in everything from the quality of your products to the satisfaction of your customers.

But what does it take to create an environment that promotes employee engagement? As this webinar will show you, strong, effective leaders are an essential ingredient. You'll also learn about the importance of identifying and hiring those who are the right fit with the job and the organizational culture—and are more likely to be engaged.

### In addition, this webinar session will:

- Provide insights into understanding what defines an engaged workforce and how to identify the root causes of low engagement.
- Overview the skills leaders need to drive engagement—and how to develop them.
- Showcase leadership and workforce research on engagement and present approaches to selecting highly engaged employees.

**Format:** Webinar

**Date:** February 14

## The Science of Succession: If It's Broke, Fix It *(Health Care)*

Recent DDI research tells us that in health care, formal succession processes are broken. Seventy-two percent of HR leaders believe succession is critical to success, but only 10% believe their process is effective. It's not always easy to turn an exceptional nurse or physician into remarkable executives.

With an aging leadership population and increasing demand for health care services, and massive industry changes, things are likely to get worse before they get better. Fortunately, many boards are demanding a more formal approach to succession. To be effective, organizations must adopt an approach that makes succession as objective and scientific as any other clinical program.

### During this one hour session, we'll share information about a formal succession process. We'll talk about:

- How to create the right senior leadership success profile for your organization.
- The evidence-based process for identifying leadership passion, potential and readiness.
- How to accelerate the development of senior leaders.

**Format:** Webinar

**Date:** April 18



# DDI EVENTS AT A GLANCE

THIS EXIT

## Live Events & Dialogues:

Our live events are full- or half-day sessions. Dialogues are two to three hours. Both formats include interactivity and networking with colleagues.

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- Chicago | March 27

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To register for  
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call 1.800.933.4463

DDI's 2012 Event Series

## 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.



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