HOW WE LEARN
The world is changing… **faster than we are.**
RETHINK
Program Impact Analytics

Assessment Impact Report

dddcompany

Report Overview

This report is a real-world example of how data collection and analysis can be used to evaluate the impact of various programs. It includes information on program outcomes, participant demographics, and other relevant data. The report is designed to help stakeholders understand the effectiveness of the programs and make informed decisions.

Summary Dashboard

The dashboard provides a visual representation of key data points, such as program success rates, participant demographics, and other relevant metrics. It is divided into several sections, each with a color-coded summary and a detailed breakdown of the data. The dashboard is interactive, allowing users to drill down into the data and explore trends in more detail.
Team IMpact of Better Leaders

161 Unique Studies: 1970-2015:
15,500 Leaders: 10,200 Observers:
44 Countries: 8 Major Industries:

Overall Percentage
78% Increase in employee engagement
42% Increase in communication among employees
200% Increase in communication between managers and employees
27% Increase in productivity
47% Increase in efficiency

56% Increase in leadership effectiveness (behavior change)
Executive Assessment [Project Title]

Executive Assessment: To evaluate the readiness of executive-level leaders, accelerate their development, and drive better talent decisions.

PROCESS
- Assessment and Feedback
- End User Reactions
- New Developmental Actions
- Talent Outcomes
- Business Impact

Percent reporting new developmental actions taken since assessment
- 80% Participants
- 85% Managers

RESULTS FROM ASSESSMENT
- Focus on Development 90%
- Increased Productivity 60%
- Improved Bench Strength 80%
- Revenue 30%
- Business Impact 60%

END USER REACTIONS
- 76% of managers and participants have worked together to further development
- 95% Increase in participants' effectiveness

PARTICIPANTS
- "The program helped me focus my development on areas that will ensure my success over the next year" 100%
- "This program enhanced our ability to understand and discuss organizational talent" 87%

MANAGERS
- "This program helped me to develop strategies on how to support my direct reports" 96%

Survey Based Design
- 25 Trainees
- 29 Observers
- 6 Managers
- 23 HR & Senior Stakeholders

CLIENT LOGO

DDIO
High Resolution Leadership

The Money Skills

Leader Skill Shake-Up

Ready Leaders? Ready for What?

Industry

Race to the Top

Interaction Skills

Is Empathy Boss?
Closing the Learning/Performing Gap
YOUR FIRST LEADERSHIP JOB

How Catalyst Leaders Bring Out the Best in Others

TACY M. BYHAM & RICHARD S. WELLINS

WILEY
Leader Portal

Powered by DDI

Welcome Irene Dodge

Interactive Radar Chart
Interactive Discussion Planner

Mobile Device
Learner: Progress Report

Experience Status

50% Complete

Courses You’ve Completed
- Leading w/ Emotional Intelligence 5/14/2015
- Communicating for Leadership Success 4/23/2015
- Exploring Your Values & Strengths 3/16/2015

Pending Courses
- Strategies for Influencing Others
- Managing Project Teams
- Strengthening Your Partnerships

Tools You’ve Explored
- Test your Key Principle Knowledge
- Interactive Radar Chart
- Agile Leadership

Keep it Going!
You’ve accomplished so much. Keep it going by exploring these tools that your peers have recommended:

Inspiring Leadership
Interactive Discussion Planner

Your Certifications
- Leadership Foundation 3/5/2015

Badges You’ve Earned
- Innovation Badge 4/9/2015

Your Scores
- ZAPP! Zone Jane’s Dilemma 10 of 15★☆☆

Upcoming Events
- Inspiring Leadership Workshop 6/7/2015

Key Principle Simulation
- Involvement 100%
- Share 100%
- Empathy 90%
- Support 75%
- Self-Esteem 75%
What is Personalization?

For each leader

For each organization

For growth architects

Assessment and Development Integration
Same Content/Different Choices
MicroLearning

What the neuroscience says

Feeling understood is tracked in neural regions associated with reward and social connection.

In contrast, feeling misunderstood is tracked in regions related to negative affect and social pain.
“Develossessment” or “Adessovelessment”

Leader3 Ready

Both assessment and development

“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.”

Laci Loew
Vice President and Principal Analyst, Talent Management
Brandon Hall Group
Identifying Leadership Potential—Self Insight Assessment

For Management:
• More scalable alternative to traditional 9-box
• Accurate insight into individuals with leadership potential
• Earlier identification of potential

For Individual Leaders:
• Unique and provocative developmental insight
• High trust in the organization and the purpose of the process
• Support and guidance in development
What Happens When You...

RETHINK

CONNECT

PERSONALIZE
ENERGY
The Kennedy Vanguard™ of Leadership Talent Accelerators

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Let’s Grow. Together.
Thank You!