

Forging stronger
ALIGNMENT
between your business
and talent strategy

TALENT ASSESSMENT

Use critical **INSIGHTS** to make better talent decisions

MDA Leadership helps organizations to determine leader readiness to execute on their strategy and provides them with the insights they need to make critical talent decisions.

Having the right people in the right roles at the right times is critical for driving a high-performance culture that leads to business growth. Our assessment approach enables you to hire and promote leaders who will deliver on your strategic and cultural intent.

As your partner, MDA Leadership will aggregate the assessment results to unearth critical insights that can help strengthen your hiring practices and clarify important leadership development needs and opportunities. In short, we help our clients get better and smarter about their talent. From individual contributor roles to the CEO, our assessment insights deliver the information you need to better understand your talent and make well-informed decisions at all levels.

Organizations apply our assessments in three ways:

- **Selection**—to assess candidates for hire or promotion into a specific position
- **Development**—to define strengths and development opportunities
- **Succession**—to evaluate potential and/or readiness for a future role

Our assessment approach capitalizes on more than 50 years of consistent research evidence supporting the assessment center method—the most in-depth and accurate way of evaluating leadership skills, fit, and potential. The insights gained from this multi-rater and multi-method process leads to improved talent decisions and clearer understanding of an individual's likely performance within your business context.

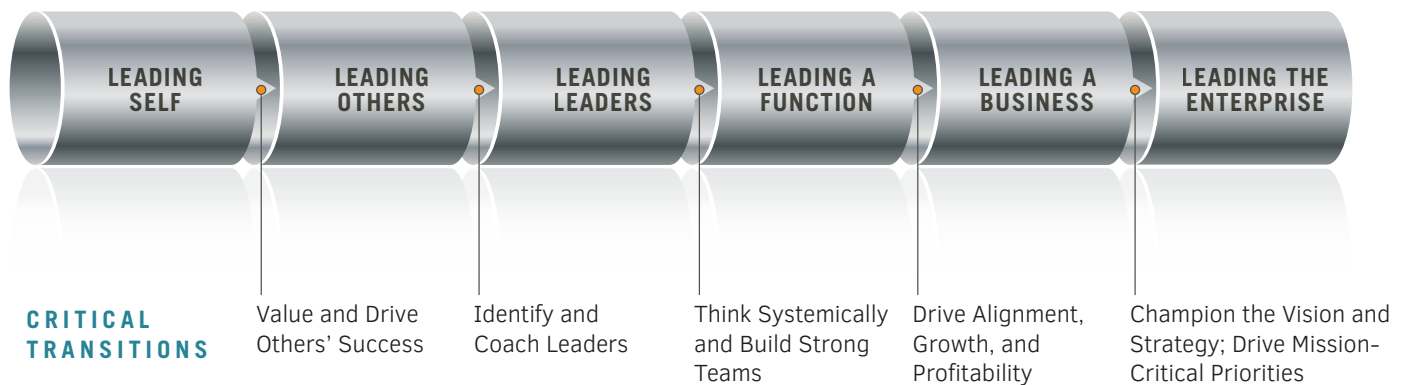
TALENT ASSESSMENT

Your key to making
superior selection,
development, and
succession decisions



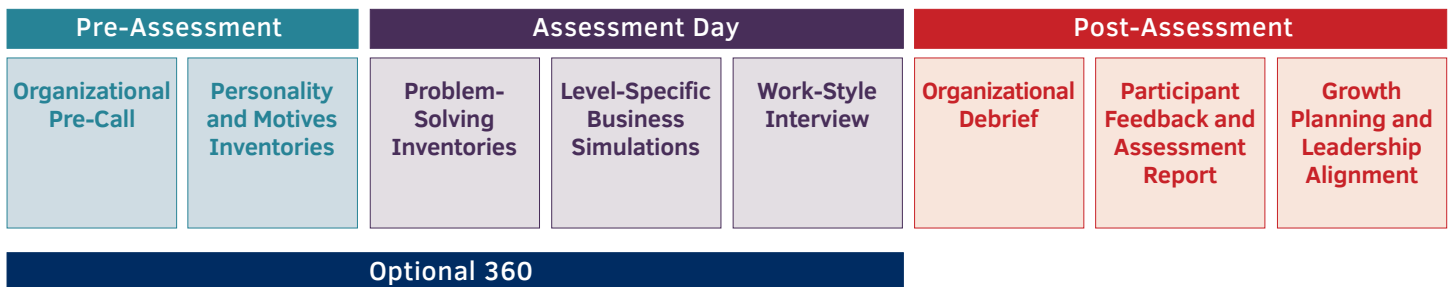
Your Leadership PIPELINE

A top-tier assessment strategy takes into account the critical success factors and transitions needed for high performance at multiple levels of leadership.



Many organizations struggle to find leaders who can navigate the transition between key leadership roles. Our assessment approach can help you identify and develop the individuals who can successfully make the critical leadership transitions needed in your organization. For this reason, our assessment solutions are differentiated by pipeline level with components that are specific to each level. As the roles become more senior, our assessments become more complex (see sample Comprehensive Assessment below). We consider each assessment opportunity to be unique, and work to build an assessment plan that supports your organization's talent strategy and fits within your budget. Our experienced team will guide you through important choice points, share best practices, and most importantly, listen to your needs.

Sample Comprehensive Assessment



The depth of the assessment process corresponds with the leadership level, ensuring that you maximize the value of the assessment, while obtaining exactly what you need to make the best talent decisions.

LEADERSHIP Matters

As leadership is key to an organization's success, decision makers need accurate insight into a leader's skills and capabilities.

MDA Leadership's assessment solutions are a wise investment to help address these four critical talent challenges:

The Challenge	Value of Assessment	MDA Solutions	Impact
Improving the Quality of Hires	<ul style="list-style-type: none"> Select superior talent—reduce the cost of poor hiring Maximize new hire “fit” with the job, team, and culture Accelerate new hire integration Provide valuable coaching insight to hiring managers 	<ul style="list-style-type: none"> Comprehensive assessment for selection: <ul style="list-style-type: none"> Leading a Business Leading a Function Leading Leaders Leading Others Screening Assessments 	<p><i>Your strength comes through the pre-hire assessment process. Over the years, we have trusted your opinions relative to how well someone is going to fit in a particular job based not only on their individual skills, but also on how well they fit into the culture of the organization.</i></p>

Andrea Schilling, Global Head of Human Resources, Värde

The Challenge	Value of Assessment	MDA Solutions	Impact
Identifying Readiness to Advance	<ul style="list-style-type: none"> Benchmark high potentials with an objective, third-party view Strengthen the talent pipeline Invest in the right talent to meet future needs 	<ul style="list-style-type: none"> Comprehensive assessment for readiness: <ul style="list-style-type: none"> Leading a Business Leading a Function Leading Leaders Leading Others Bench Strength Assessment 	<p><i>You provided us with additional tools and process to evaluate and select the best CEO candidate and help reduce the risk of making the wrong choice.</i></p>

Roger Fix, Former Chief Executive Officer, President and Chairman of the Board, Standex International Corporation

The Challenge	Value of Assessment	MDA Solutions	Impact
Sustaining Executive Leadership	<ul style="list-style-type: none"> Identify executive bench strength Align executive teams and boards Ensure readiness for key leadership changes 	<ul style="list-style-type: none"> CEO & Executive Blueprinting™ Comprehensive assessment for potential and/or readiness CEO Selection Assessment 	<p><i>People wait to make a talent decision based on the assessment results. We put our trust in you. You make a big impact on our business based on what you do.</i></p>

A national premier retail organization

The Challenge	Value of Assessment	MDA Solutions	Impact
Accelerating Development	<ul style="list-style-type: none"> Awaken potential through powerful feedback Align development with business needs Accelerate growth and performance Engage and retain key talent 	<ul style="list-style-type: none"> A³ Leadership Inventory™—multi-rater/360° feedback Group assessment and development centers Comprehensive assessment for development On Track Assessment™ Bench Strength Assessment Executive Insight™ 	<p><i>MDA does an incredible job of pinpointing strengths and development needs and insights. The firm also provides feedback for individuals, gives feedback in a development-oriented way, and supports the start of development plans in a meaningful way.</i></p>

Jason Ortmeier, Director of Learning and Development, Mortenson

Only 34% of U.S. companies report being effective at identifying future leaders.

—The Conference Board



Powerful Participant Feedback

Our assessment experience consistently exceeds the expectations of participants, their managers, and their organizations. Our commitment is to provide a positive and respectful candidate experience that minimizes risk and extends your corporate brand. Here's common participant feedback:

"From the first contact to the last, I have been impressed with the professionalism of the MDA team. Strong communicators. Warm greeters. Excellent listeners. Encouraging facilitators. This has been a highlight in my career."

"Very professional, organized, and strong ability to put the candidate at ease while explaining the purpose. Extremely relevant content—the scenario was close to my actual company, and the roles and challenges were authentic."

"Very impressive, clear, well organized, and professional."

"Greatly appreciate the opportunity to interact with a high-class organization!"

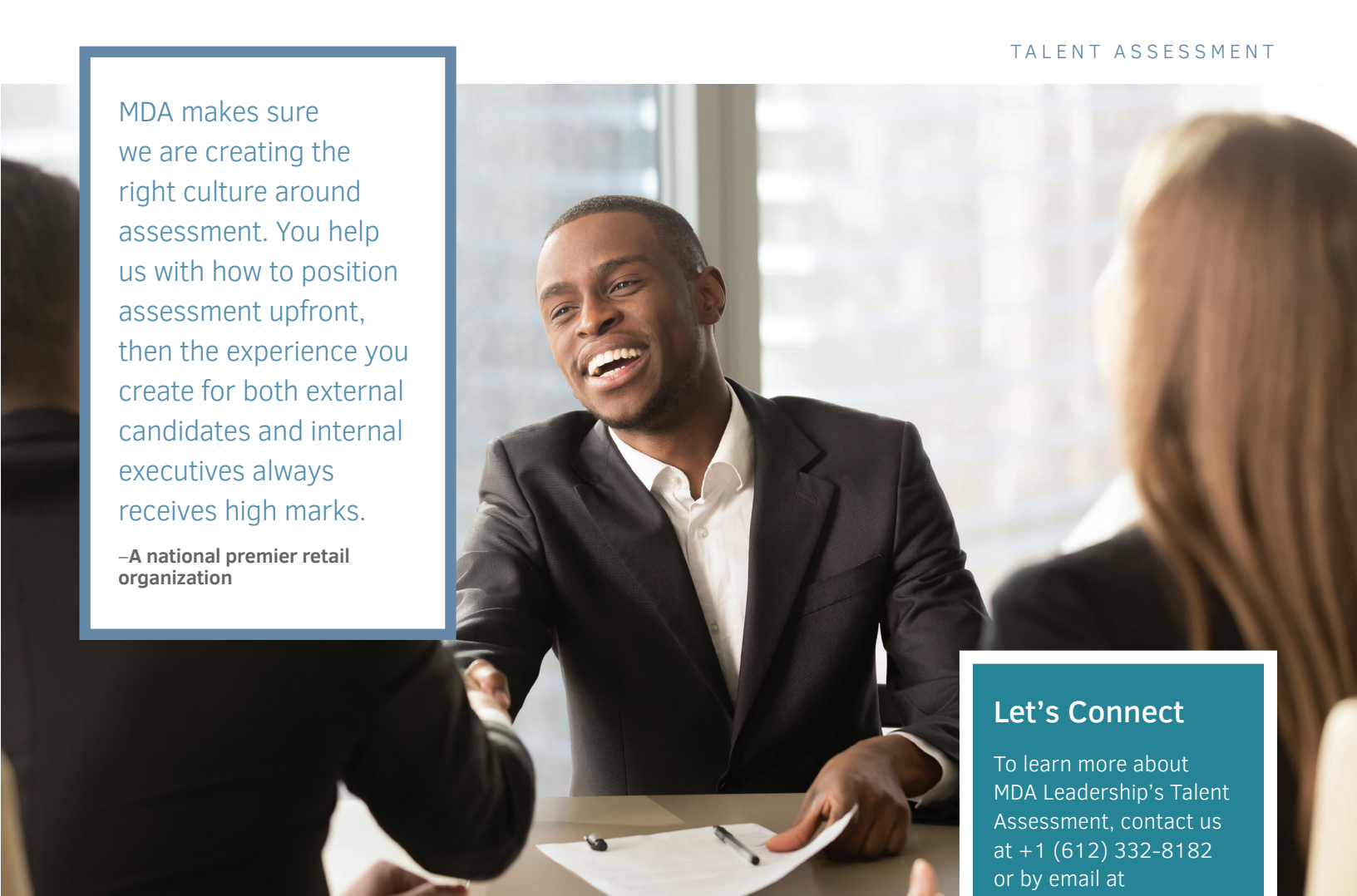
"Really great staff who made a potentially stressful experience really positive. Impressively well run."

Why Clients COUNT on MDA

For nearly 40 years, leading organizations have turned to us for assessment services. Here's what sets MDA Leadership apart and why clients keep coming back:

- ✓ **Trusted insights lead to better talent decisions**—Our clients repeatedly call out the quality and value of our assessment insights, which are rich, predictive, and have applicability to the “real world.” We translate our insights into implications, so that you can answer the question: What does this mean for your business?
- ✓ **Strong business partnerships drive high-quality insights**—Our team works diligently to understand you, your business, and its challenges, so that our insights are well grounded in your business context. As a result, you will know what drives each leader, what each leader can do when at their best, and what tendencies might interfere with their ability to build cohesive teams and drive results through others.
- ✓ **Tailored solutions support your leadership language and culture**—Our solutions reflect your unique culture and values. Our reports can leverage your language, so your team can easily digest and apply the insights.
- ✓ **Our high-quality, professional experience consistently impresses assessment participants**—We handle the entire engagement with respect and integrity, which is essential given the often sensitive nature of talent decisions, and candidates appreciate their positive experience.
- ✓ **Global capability to support your needs**—Through our international assessment partners, we meet and exceed the needs of our multinational clients every day.
- ✓ **Assessment insights drive business impact**—Our assessments can be leveraged in multiple ways through a single investment. For example, in addition to receiving a hiring recommendation, the manager also gains important development insights for accelerating onboarding. The ultimate compliment? Clients tell us they are achieving stronger business results because of our assessment insights.
- ✓ **Our culture of service excellence ensures superior client service**—The size of our firm enables us to manage complex projects, while staying close to your business. We are well known for our customer focus, responsiveness, and flexibility.





MDA makes sure we are creating the right culture around assessment. You help us with how to position assessment upfront, then the experience you create for both external candidates and internal executives always receives high marks.

—A national premier retail organization

Let's Connect

To learn more about MDA Leadership's Talent Assessment, contact us at +1 (612) 332-8182 or by email at info@mdaleadership.com.

New BENCH STRENGTH Assessment

Does your succession system accurately identify high potentials early enough in their careers, so you can wisely focus development investments and retention strategies on the right talent?

Are you confident that your succession system identifies and develops the right people for mission-critical leadership roles? Do you have insight into the talent pools that often contain “hidden gems” or unknown high potentials who could one day be a great fit for key leadership roles?

MDA has developed an assessment for early identification of leadership potential—specifically, for leaders entering supervisory roles.

Our approach:

- Provides you with a better, broader, and more accurate view of your emerging leadership talent, ensuring that unconscious bias and other factors do not lead to suboptimal decisions
- Fills your pipeline with those who are most likely to be successful in the leadership roles that are most critical to sustained organizational performance

MDA Leadership provides tailored solutions based on your organization's unique strategy and culture, which leads to better outcomes.

Better **LEADERS** Create Better Results™

From the boardroom to the community to the playing field, leaders make the difference between mediocrity and excellence. MDA Leadership partners with organizations to strengthen individual, team, and organizational talent.

Our areas of expertise include:

- Integrating your business and talent strategy to drive growth
- Identifying the right talent to achieve your goals
- Developing leaders at all levels to create a high-performance culture

To achieve better business results by elevating your Talent Acumen™, contact us to create your TALENT STRATEGY FOR THE LONG RUN™.

Continuity Trust Partnership
Results Sustainability Achievement
Collaboration Alignment Impact
Accord



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