

ACCELERATING

Leadership Readiness

EARLY CAREER LEADERSHIP

Making the Right Leadership Decisions and Accelerating Leadership Readiness

Select the right leaders the first time and set them up for success

Supervisors, managers, and directors (i.e., those early in their leadership journey) are arguably the most critical leadership levels in any organization. “Depending on its size, a company might have anywhere from 1,000 to 20,000 such managers. Typically, they make up 50% to 60% of a company’s management ranks and directly supervise as much as 80% of the workforce,” according to *Harvard Business Review*.

It is the people in these early leadership roles who must motivate and bolster the morale of the people who do the work—those who design, make, and sell the products or deliver services to customers. These leaders are central to a company’s business strategy because they oversee its execution.

With the right people in such roles, your organization can excel—and build the depth and diversity of your leadership bench for tomorrow. In fact, these individuals will become your bench for senior-level leadership roles in the future. Get it wrong—even in a single instance—and you can incur vast corrective costs due to low productivity, staff and customer dissatisfaction, and high turnover. According to the U.S. Department of Labor, the costs of hiring and onboarding the wrong leader are substantial, reaching up to 30% of the employee’s first-year earnings. Transitioning into a leadership role is a major leap—for the leader and your organization. You need to be confident that once placed, your new leaders can effectively demonstrate six key capabilities:



How do you know if you’re selecting or promoting a candidate who is truly ready to lead? Just as importantly, how do you optimally help each new leader get up to speed and succeed as quickly as possible?

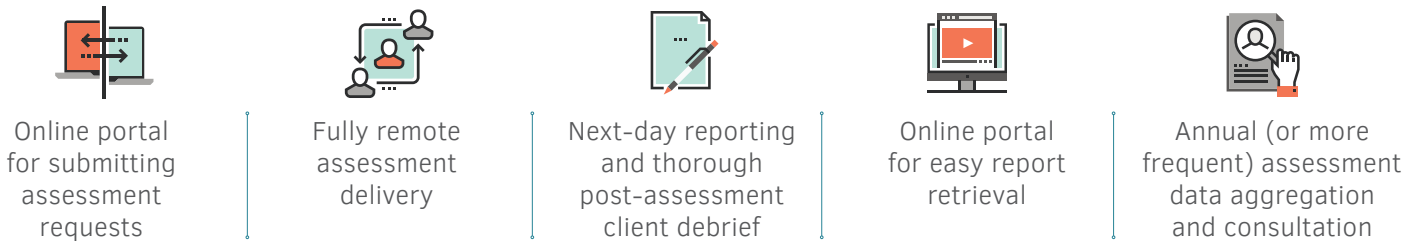
The short answer: You don’t know—at least not fully—without basing your decision and transition plans on the proven and efficient Early Career Leadership assessment from MDA Leadership.



It is the people in these early leadership roles who must connect with, motivate, and sustain the morale of those who do the work.

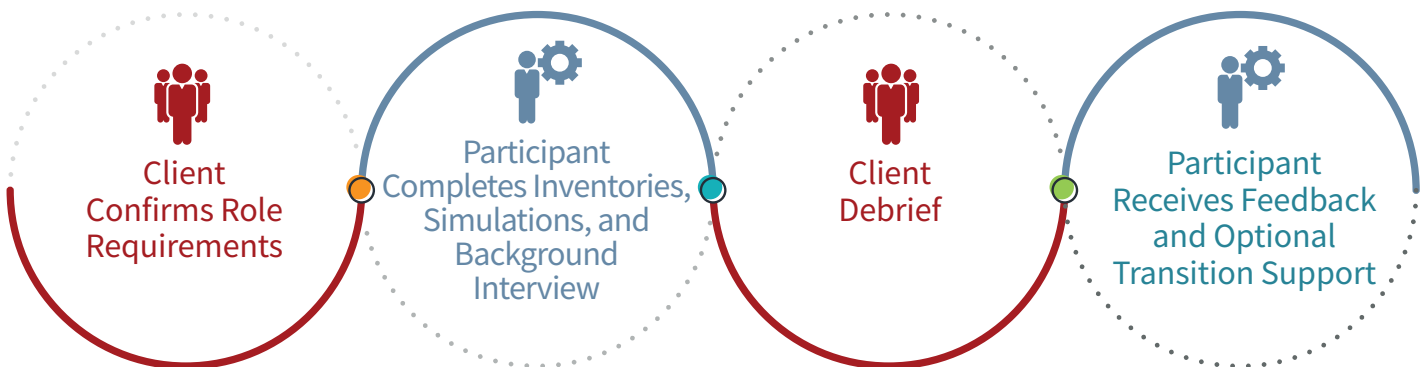
Based on 40 years of experience, MDA Leadership assessments leverage multiple tools and techniques to achieve deeper leadership insights and greater predictive accuracy. Unique to our approach is the use of business simulations that allow us to see a candidate’s skills in action firsthand. Assessments based on single instruments or testing only just can’t compare in terms of depth of insight into a candidate.

MDA Leadership delivers a world-class assessment experience. Candidates appreciate the professionalism with which they are treated, and the opportunity to demonstrate the full range of their capabilities. Organizations value our:



Equipped with the results of an Early Career Leadership assessment, you will know with greater certainty and confidence each candidate’s abilities to achieve your organization’s most important priorities and goals. Given the substantial costs of making a bad leadership hire, investing in an Early Career Leadership assessment is a smart, cost-effective choice that delivers a significant return on investment.

Early Career Leadership: Comprehensive Assessment at the Leading Others and Leading Leaders Levels



Our approach strikes the perfect balance:

- Highest possible predictive accuracy and leadership insights into a candidate’s readiness to lead
- An engaging and efficient candidate and client experience
- Cost-effective candidate hiring and onboarding insights

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New Leader Acceleration Options

As a follow-on option, MDA provides a continuum of new leader support including digitally-delivered tools and resources, targeted skills coaching, and more comprehensive integration coaching solutions, each of which can help facilitate integration and reduce ramp-up time.



Case Study

Polaris | The Predictive Potential of Early Career Leadership Assessments

A leading global manufacturer of motorcycles, snowmobiles and all-terrain vehicles, Polaris offers products and services in 120+ countries and has more than 16,000 employees. Over the past decade, after acquiring nearly two dozen new brands, Polaris sales more than quadrupled, placing greater pressure on the company to find the right mix of early career employees.

In years past, Polaris had relied on a more general approach to its hiring, according to Joe Wollan, Director of Talent Acquisition. But Polaris knew it needed to evolve to “layer in additional data points to predict who’s going to be successful in this company and in their roles,” Wollan said. The solution was to establish a more robust, role-specific assessment strategy.

As part of this evolution, Polaris worked with MDA to identify five different role-specific job families, listing the success requirements for each, to create a more customized assessment approach for each family. As a result, the company has been able to more efficiently and accurately predict who will be most successful.

As Wollan explained, these were not simply tactical improvements, but rather an upgrade of Polaris’ entire hiring process. “MDA was with us every step of the way, in terms of how we were preparing materials and delivery, and continuously educating our recruiting team, hiring leaders, HR business partners and senior leadership about the predictive potential of this approach.”

Find out how Early Career Leadership assessments from MDA Leadership can provide the insight you need for optimal leadership decisions and propel your new leaders to success. To learn more, contact us at +1 (612) 332-8182 or info@mdaleadership.com.



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