



What if you could assess the Leadership DNA™ of great leaders in your organization?

It's time to disrupt traditionally complex and subjective approaches to talent identification and development.

Discover the predictive power of a Leadership DNA™ approach that ensures you have accurate talent data to build capability for the future, while delivering a greater return on development.



Expect to
Outperform®

Canadian Management Centre

ABOVE+
BEYOND®

Bringing out the best in people

Having the skills, leadership capability and organizational culture to deliver on your business strategy has never been more important.

In an environment of economic uncertainty, disruptive innovation and rapid change, your ability to align talent identification and development decisions with organizational objectives is a key requirement for sustainable growth.

Most companies continue to struggle with identifying their leadership talent.

9%

Only 9% of organizations believe they have a good understanding of which talent dimensions drive performance in their organizations.¹

82%

82% of organizations fail to identify the right individual for leadership positions.²

2/3

2/3 of organizations feel their training and development efforts fail to improve leadership performance.³

Today, can you confidently answer the following tough talent questions?

- What does great leadership look like for our organization?
- Do we have the right organizational culture to get us where we need to go?
- Can we focus and maximize our *return* on talent development?
- Do we understand what makes our high performers different?
- How do we identify individuals with the right leadership DNA to lead our organization and key functions into the future?
- Do we understand the Success Profile for critical roles in all functional areas of our company?

Talent management tools that rely on subjective information are outdated and less effective than using predictive data. We now have a simplified, data-driven method for identifying an individual's talent Success Profile.

1. Deloitte. "2017 Deloitte Global Human Capital Trends."

2. Gallup. "Only One in 10 People Possess the Talent to Manage." April 13, 2015

3. McKinsey. "Building organizational capabilities: McKinsey Global Survey results." March 2010

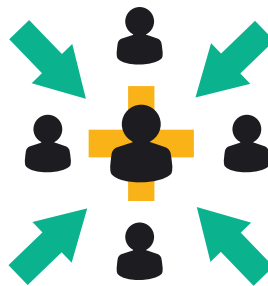
Make accurate talent decisions with our Leadership DNA™ approach.

The Leadership DNA™, available through our partner Above + Beyond, is a state-of-the-art Talent DNA Assessment Process used to develop a customized Success Profile for key roles across your organization.

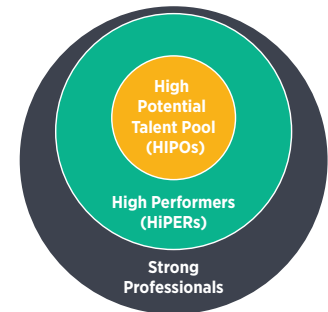
Built on 30+ years of benchmarked, global performance data, this assessment methodology is **highly predictive and robust**. It provides you with the objective data and benchmark comparisons to make informed talent identification and development decisions.



ASSESS what great talent looks like in key functional areas and define your Leadership DNA™. You'll also gain a deeper understanding of your organizational culture and be equipped with data and insights that allow you to determine if this is the culture you need to enable future success.



IDENTIFY talent potential, bench strength, development gaps and opportunities for growth. And in the process, you'll determine whether your talent potential aligns with your business and succession strategy.



DEVELOP your workforce with differentiated strategies for high potentials, high performers and strong professionals. Use the data to zero-in on the most critical skill gaps of leaders and their teams, and then focus your training solutions and investment for maximum impact and ROI.

Now focus your talent management decisions and investments with unprecedented precision.

At CMC, we know how to develop leaders. For the last 5 decades we've helped thousands of organizations build leadership capability at all levels. Now, with the integrated power of data analytics, we are redefining what it means to offer highly targeted development that catapults learning effectiveness while ensuring a return on your development investment.

Let us help you simplify complex talent decisions and rewrite the rules of sustainable, precise talent development.

Harness the power of data analytics to identify and develop the human potential in your workforce to drive business excellence.

We're working in a time of disruption where organizations need to build capability for a future we don't even understand yet.

Let us help you bring more certainty to your talent management initiatives. Leverage a proven data-driven approach to talent management and development that ensures you're investing in the areas that will deliver the greatest impact to your organization, now and into the future.

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