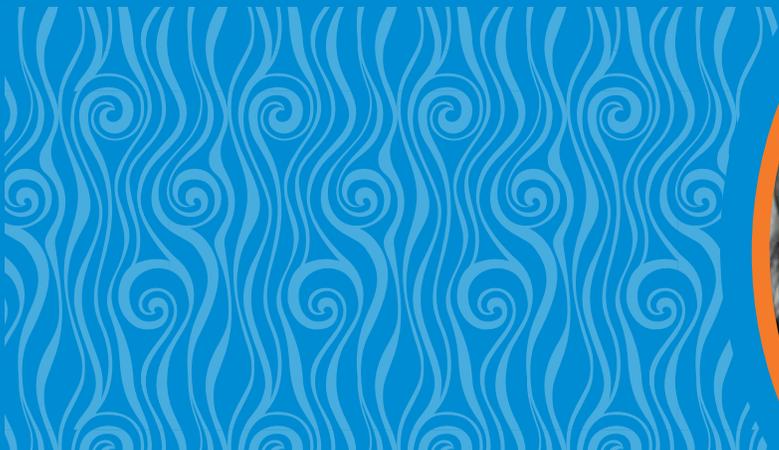




# LEADERSHIP DEVELOPMENT CENTERS

When development centers focus on leadership, it is possible to predict whether leaders will achieve their group objectives and whether employees will be engaged at work. Kenexa® Leadership Development Centers set the benchmark for all others—using the latest technology to measure and develop potential accurately. Our Development Centers integrate information from several assessment methods to assess multiple behaviors, and are suitable for all existing and potential leaders.

## Leadership Solutions by Kenexa®



# KENEXA® LEADERSHIP DEVELOPMENT CENTERS

## FEATURES

### UNIQUE APPROACH

Our approach to Leadership Development Centers measures potential, not just performance. We use the latest technology to assess individuals over a two-day period. During the first day, we focus on assessment. The second day is spent on feedback, coaching and development planning.

### ASSESSMENT METHODS

Our assessment methods set us apart. We use business simulations with a high level of complexity to assess participants. Simulations are one of the most robust ways of assessing capability and the most robust way of measuring future potential.

Our simulations measure the detail of core behaviors that are key to high performing leadership. This level of detail is very rare in development centers. To achieve a high level of accuracy we use only trained, accredited facilitators with inter-rater reliability of at least 80 percent.

### IDEAL PARTICIPANTS

We offer Development Centers for organizational recruitment, selection and succession planning. Our Development Centers are suitable for any level of leader—from first line managers to global CEOs.

### POWERFUL EVIDENCE-BASED FEEDBACK

Development Center attendees receive powerful, evidence-based feedback. Participants often tell us that they have never before had the level of detail and clarity provided in our feedback. Beyond personal feedback and coaching, participants also work on robust development plans. Every Development Center offers the opportunity for delegates to be stretched, network and plan their future careers.

### BENCHMARK PARTICIPANT CAPABILITIES

Organizations not only receive objective and detailed feedback on each participant, they also see a benchmark of each participant against one another and Kenexa's extensive database of leadership profiles. This provides a clear indication of how capable your leadership population really is. A benchmark graph of all participants enables each company to see how capable leaders are in delivering its strategy.

### LEADERSHIP POTENTIAL MATRIX

Using the data from our Leadership Development Centers we will rank your candidates against a potential matrix. This matrix will enable you to identify two development streams—technical and management. This report enables you to look at your candidate pool as a whole as well as their performance individually.

## BENEFITS

- Measure and develop leadership potential accurately
- Receive valuable individual evidence-based feedback, coaching and development planning
- Benchmark participants against each other and the global leadership profiles
- Determine the capability of leaders to deliver company strategy

## ABOUT KENEXA

Kenexa is in the business of improving companies and enriching lives, because to us, business is personal. Our unique combination of content, technology and services provides the insight and expertise to deliver products and solutions across the entire employee lifecycle. Where other companies focus on just one piece, we focus on bringing all of the pieces together to create the best picture for your company's success. With every person we recruit, every assessment we administer, every technology solution we deliver, every survey we conduct, every leader we develop and every compensation strategy we support, lives are impacted by our craft.