



ExecuSmart provides organizations with a unique competitive advantage: **better data**, leading to **better decisions**, leading to **better people**.

ExecuSmart tools are created by the **Executive Assessment Institute**, a leader in the field of human capital analytics, founded in 1996.

The EAI's mission is to create and deliver intelligent data-driven talent management tools and services, ultimately enhancing an organization's financial performance.

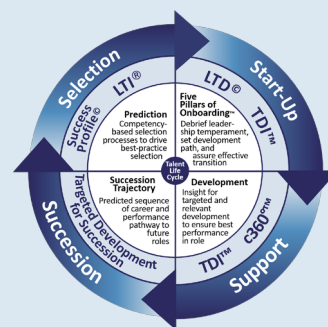
Using ExecuSmart tools will provide you and your organization with top-level industry-proven assessments, resulting in **better** analytic **data** to achieve the greatest return from your human capital.

## Do you avoid development planning because of its depth and inefficiency? Leave it to ExecuSmart.

Development cultures require development planning processes that are **scalable** and **powerful**. The *Targeted Development Insights™ (TDI)* report is designed to **integrate** the findings of ExecuSmart's *Success Profile®*, *Leadership Temperament Index®*, and the *Context Based 360® Leadership Assessment™* to provide a **powerful foundation** targeted toward individual development planning.

### Targeted Development Insights integration:

The *TDI™* uses the findings of the *LTI®* and *c360™* to create developmental targets in better leveraging strengths, and works to eliminate development areas. The *TDI* creates a powerful foundation to create deep and meaningful development planning. It creates an **efficient**, science based, **integrated** development planning capability that has the potential to create a true development culture.



ExecuSmart Talent Life Cycle



Leadership Temperament Index™



Context Based 360™

## Targeted Development Insights™ for Emerging, Developing, and Strategic Leaders

**Targeted Development Insights™ for Onboarding and Emerging Leaders** integrates the findings from the *Leadership Temperament Index*® and creates the opportunity to create early development insights for leaders who are transitioning or who are emerging from individual contributor roles. The *TDI for Onboarding and Emerging Leaders* is designed to begin the leadership journey altogether or in a new role. The instantaneous access that the ExecuSmart system creates for development insights and materials from your LMS, or other development sources, is powerful. This early developmental direction is key to leadership growth.

**Targeted Development Insights for Developing and Strategic Leaders** is designed to integrate the *LTI*® with the *c360*°™ for cognitive and behavioral development insights. This combination of sources allows insight that is simply not available from any other source, and allows the organization to propel their developing and senior leaders. These plans can be updated as often as new *c360*° information is available. The *TDI for Developing and Strategic Leaders* is designed to give insight into current leader performance, as well as future leadership trajectory, and key succession planning insights.

### Jamie O'Brien

Director of  
Organizational  
Development,  
YRC Freight

*"Without the TDI, we simply would not have development planning. We have better, more systematic targeted plans that are based on science and were able to efficiently touch, in the end, over 1000 leaders. A true talent information system."*

The power of either version of the *TDI* is the ability to create very deep and meaningful science-based development plans. The *TDI* is designed to create powerful efficiencies based on over 25 years of building insightful, targeted, and practical development planning.

For you, this means having a scientific basis for development planning in a scalable, practical system, designed to integrate with your existing development activities and direct real targeted development planning. The power of the *TDI* to unleash leadership talent is immense.

## CASE STUDY

YRC Freight had experienced some financial challenges, and needed to rebuild its organizational development effort.

Choosing the ExecuSmart platform, they were excited about the cognitive tools and insights, and Jamie O'Brien, YRC's Director of Organizational Development, began the implementation process for the *Targeted Development Insights* module.

The most interesting revelations were the depth, speed and impact by which 700 development plans were created and debriefed. What was clear was the speed that Jamie's team, using the *TDI*, implemented individual development planning.

Planning materials were ready in just three days for all 700 leaders. Jamie figured that he saved four hours, at a minimum, per person.

In an efficient, reliable, and valid way, YRC Freight was able to execute targeted development planning.

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**ExecuSmart**™  
Better Data = Better Decisions = Better People