



## **Executive roles are complex. Working with us is not.**

Ambiguity is reality in executive and C-suite roles. They are under tremendous pressure to perform, with little guidance on how to do it.

At DDI, our job is to help you find clarity amid ambiguity and erase your doubt about executive performance.

We know that great performance happens when things get simpler, and that's how we build our solutions.

We do that in two ways. First, we use science to ensure you put the right people in specific roles, especially those that are high-risk. Second, our people stand by your executive leaders to help them succeed, both as individuals and as a team.

In short, we offer **simple solutions for complex situations**.



## **From High-Potential Executives to Your C-Suite**

In many ways, becoming an executive is like starting over again as a leader. These intense roles push leaders in ways they have never experienced before. And while the mistakes that executives make are often common and understandable, they can have a devastating impact, both on the business and individual.

That's why we tailor our services to help you select and prepare executives for success at every level, both as individuals and as teams.

At the top of the house, we offer specialized services to help you select and develop the best leaders for CEO and C-suite roles. We also help develop a strong bench of potential successors who are ready to step into key executive roles.

And at the foundation of your executive strategy, we work with your vice presidents, general managers, directors, and other early executives to develop the skills to be exceptional leaders and avoid common pitfalls as they grow into more strategic players.





## What We Do

### CEO and C-Suite Succession

From identifying potential successors through selection and onboarding, we are by your side every step of the way to ensure success in high-risk roles.

### Executive Assessment

We offer a range of assessment options, including simulations, interviews, and personality tests, to give you the objective data you need to make informed selection and development decisions.

### Executive Coaching

We offer both proactive and reactive coaching to help your C-suite and executives gain perspective and clarity to solve their toughest challenges.

### Senior Team Effectiveness

Many executive teams are full of all-star individuals who struggle to work effectively as a team. We'll work with your team—as individuals and as a group—to find success.

### Executive Development

The skills that made your executives successful in lower-level roles often don't apply to senior positions. We help them re-think and build new skills to help them lead and inspire others amid ambiguity.

### Board Development

We will serve as a trusted advisor to help you manage board and C-suite dynamics as well as focus the board's efforts on succession and talent development.

### High-Potential Development and Coaching

We can prepare your future executives for success. With a personalized program anchored on the context of your business, emerging and early executives—such as your directors, vice presidents, senior VPs—can be more effective in their current role and get ready faster for future challenges.



## Why Our Clients Like Working with Us

Here's what our clients say is unique about us:



**We bring simplicity to the nuances of your business.**

We build the unique challenges of your business into our clear, results-driven solutions.



**We bring future scenarios to life.**

Our approach uniquely forecasts future executive capabilities against your specific business challenges.



**We are candid, objective partners.**

These are high-risk scenarios. The best way for us to serve you is through candid and objective feedback to help you make the best decisions.



**We are not recruiters.**

Our job doesn't end when someone gets hired. Our consultants are current and former executives, organizational psychologists, and trusted advisers who will be by your side through constant change and challenges.



**We find your team's strength.**

With us, it's not just about individual excellence. It's about creating team dynamics for optimal executive success.

Want to learn more?

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