

# The Deepest Insight for Your Highest Risk Positions

Gain unparalleled insight to predict and develop executive performance.



**SOLUTION:**  
Immersive Business Simulation

**YOUR VALUE:**  
Get holistic data on each participant, including where they're likely to struggle and excel, so you choose the right executives for your specific context.

**VALUE TO LEADERS:**  
Gain a rigorous preview of what they'll experience in complex roles up to the C-suite level and deep self-insight to fuel strategic development.

*"We had a pretty good view about the knowledge, experiences, and personal attributes of our candidates, but when asked, 'What are they capable of?' that's where we really needed DDI's insight."*

**Bill Lambert**  
Former CEO and chairman,  
MSA Safety Inc.

## WITH IMMERSIVE BUSINESS SIMULATION YOU CAN:



### Accurately Predict Success

DDI's assessment center methodology is unmatched in the market. No other method enables such deep, accurate, and holistic data to accurately predict success.



### Ensure Objectivity

Support your executive talent decisions to the company, board, and shareholders with the most robust, objective data on the market.



### Benchmark Your Talent

Drawing on our database of tens of thousands of assessments, we'll show you where your leaders' skills stand compared to other executives in your industry and in proposed roles.



### Improve Executive Retention

Participants gain deep insight into themselves, their capability, what they need to do to develop their executive effectiveness, and their future at your company.



## SOLUTION AT A GLANCE

### Completely Immersive

Participants in the simulation actually perform a future role for a day with true-to-life leadership dilemmas, challenging stakeholders, trade-off business decisions, misaligned priorities, and the crafting of a vision and strategy.

### Research-Backed

Simulation data is all built and validated based on DDI's five decades of research and practice of assessment centers.

### Customized to Your Business Challenges

We adapt our model to fit both your unique business and the specific needs of the role, from CEOs to first-time executives.

### World-Class Consultants

DDI's team of executive experts has worked with thousands of executives from all backgrounds and levels. We make sure your executives are right for the specific role in your company's unique business context.



## HOW IT WORKS

1.

### Tailor to context

A 1-hour virtual session with an experienced DDI consultant to understand your unique business context and preview development outcomes.

2.

### Assess personality

The participant receives data related to personal challenges, effective leadership qualities, and values.

3.

### Engage simulation

In-depth day-in-the-life experience is delivered virtually or in-person at a DDI Assessment Center.

4.

### Executive debrief

A 2-hour feedback session with the DDI consultant where assessment results are discussed, including skills and personality attributes, as well as business implications and risks.

5.

### Leader debrief

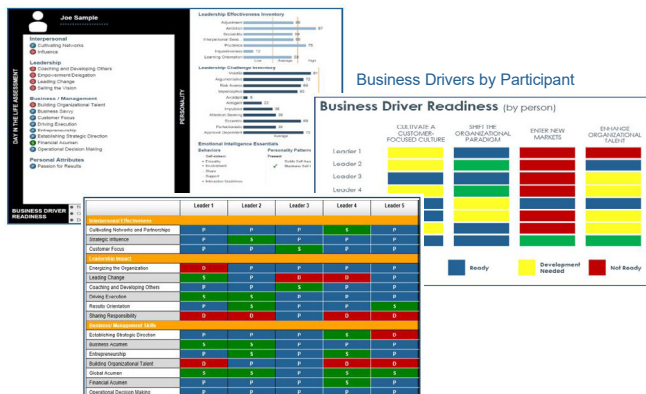
The DDI consultant conducts a 1-hour virtual session with the participant's leader to review key themes and plan development.

6.

### Coaching

90-minute coaching sessions to target strengths and goals for growth. An actionable development plan is created and executed.

Participant Summary



Competency by Participant

## Benchmark and Forecast Data Review

After the assessments, the DDI consultant and your company's stakeholders complete a benchmark and forecast talent review. This virtual session identifies:

- Risks based on talent readiness.
- How to make the best executive placement decisions.
- A plan for executive leadership development.

Ready to learn more?  
Email: [info@ddiworld.com](mailto:info@ddiworld.com)