

Data to Prepare Frontline Leaders Faster

Fuel selection and development decisions with an immersive day-in-the-life assessment experience.



SOLUTION: Manager Ready®

YOUR VALUE:
Evaluate the readiness of current and future managers to identify skill gaps and inform high-impact development.

VALUE TO LEADERS:
Participants scoring in the top 75% on the Manager Ready assessment are 7X more likely to excel on the job than those scoring in the bottom.

"It's been fascinating seeing employees come out of the experience feeling like 'That was really cool!' It was an experience in itself—and that's before they even get the results."

Kayla Campbell
Senior Director, Performance and Learning, Pernod Ricard

WITH MANAGER READY YOU CAN:



Make Better Decisions

Gain better insights with data to make the best selection and development decisions.



Reduce Bias

Get objective data on the best candidates so you can improve hiring and promotion accuracy. Plus, you'll know how to help them develop.



Accelerate Onboarding & Development

90% of managers feel unprepared. Energize first-time and experienced managers with a unique development experience that builds momentum for early success and growth.



Develop Potential

Prepare and develop high-potential leaders as part of a learning journey. Give managers insight to take action and plan their own development.



SOLUTION AT A GLANCE

Backed by Research

Competencies based on research from more than five decades of DDI's assessment centers, as well as 800 frontline leader job analyses, 1.2 million frontline leader assessments, and the development of over 6.5 million leaders.

30+ Real Behavioral Situations

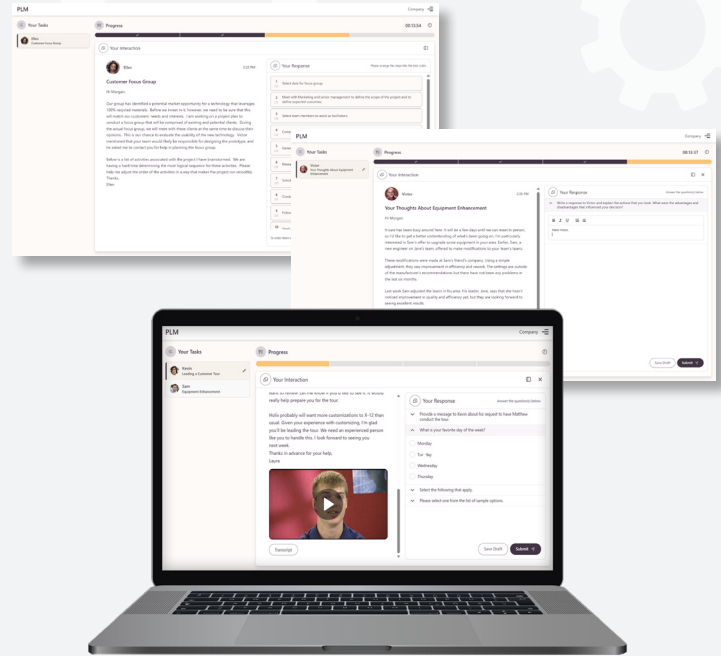
Through video simulations and interactive exercises, participants get a realistic experience of making decisions, coaching direct reports and interacting with a variety of stakeholders.

In-depth Insight

All the data and reports you need, scored by certified and trained assessors. Includes individual leader reports for both development and selection, and group-level benchmark and interactive dashboards.

Scalable Implementation

Easy to roll out to a few managers or scale across your entire manager population. Available in 12 languages.



HOW IT WORKS

1.

Leaders get an email with all they need to know to get started with the assessment experience.

2.

Leaders complete the immersive online assessment. Depending on the design, the assessment takes between 1.5 and 7.5 hours. Results are available within 3-5 business days.

3.

If used for development, leaders can access competency-based development guides, plus worksheets and planners to help document, discuss, and track progress.

4.

An optional 1-hour feedback session with an experienced DDI coach helps to interpret results and discuss development plans with their manager. Or DDI can train your coaches to deliver feedback.

Manager Ready Competencies

Measure up to 15 critical competencies, configured to address your specific business needs.

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|-----------------------------|---------------------------|
| 1. Coaching | 9. Facilitating Change |
| 2. Decision Making | 10. Driving for Results |
| 3. Delegation & Empowerment | 11. Driving Innovation |
| 4. Guiding Interactions | 12. Building Partnerships |
| 5. Influencing | 13. Business Savvy |
| 6. Managing Relationships | 14. Execution |
| 7. Planning & Organizing | 15. Managing Conflict |
| 8. Customer Focus | |

Take a closer look:

www.ddiworld.com/managerready