HEIDRICK & STRUGGLES

AGILE
Leader Potential

Agile Leader Potential

Combining game and video based analytics to provide
a **state-of-the-art assessment that keeps getting smarter**

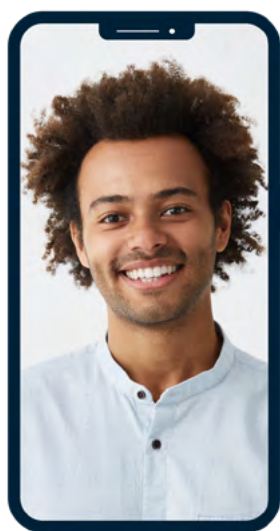## Have you ever wondered how well you demonstrate Agility at work?

We all know that being Agile is essential if we are to move quickly enough to stay relevant. We also know that for breakthrough performance, we must act in the face of uncertainty, stay fluid until the time is right, anticipate and navigate changes, even remain passionate in failure, maintaining composure through all of it. Yet, this attribute of extraordinary leadership has been difficult to quantify. We work to cultivate Agility, but how do we measure it?

Agile Leader Potential (ALP) is a new breed of assessment that provides feedback on this high-value skillset. By quantifying a leader's tendencies to be Agile, and providing feedback on skills in four contributing attributes, we at Heidrick help them to celebrate what they already do well, and provide signficant data points for constructing a path to capitalize on personal strengths and address challenges.

Best in Industry Product Solution

…that utilizes game-based challenges, behavioral analysis and psychometric rigor. When you combine this with machine learning algorithms and artificial intelligence across millions of data points, we are able to support clients in identifying untapped potential in their organization.
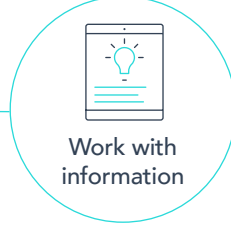
Respondents receive immediate feedback - a brief report with suggestions for enhancing their ability to demonstrate Agility.
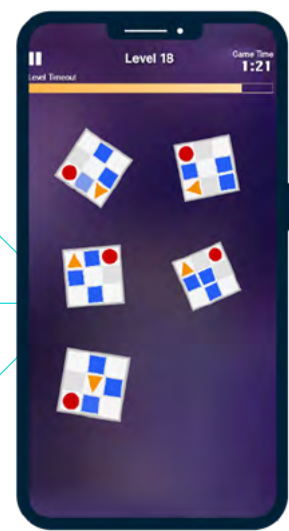

Work with people

Work with information

Personality and work style

Video response analysis

Game-based challenges

WE HELP OUR CLIENTS CHANGE THE WORLD,
ONE LEADERSHIP TEAM AT A TIME®

AGILE
Leader Potential

The future of assessment:

Fully **Digital** experience

Designed specifically for **Leaders**

Aligned to Heidrick's proprietary META framework - Specifically **Agility which measures Potential**

> Delivered as a means to identify untapped potential within your organization

> As one component of a broader Leadership Development offering to specifically assess for potential

> As a complement to our existing assessment suite for development or selection

The ALP assessment uses video analysis and cognitive games to discern how Agility is demonstrated through the way in which people think and solve problems.

Through our research, we found that what differentiated leaders was their ability to mobilize, execute and transform with agility - being able to adapt and pivot faster than their competitors.

Video based data + **Game based data** = **Agility score**

HireVue Infrastructure
Security | Compliance | Global Support
Analytics | Multiplatform

META framework

Mobilize... inspire aligned action based on a compelling ambition and purpose and a simple set of strategic priorities

Execute ... fully harness and streamline resources to consistently deliver excellence in the core business

Transform... experiment and innovate to create new growth engines and to reinvent existing businesses ahead of the market

Agility... spot opportunities and threats, adapt and pivot at a faster pace than competititors to create competitive advantage

The ALP tool identifies potential, aligned to our Agility driver, and benchmarks for leadership capabilities and predictors.

Thinking Dexterity

Curiosity

Social Agility

Tenacity

Benefits of Heidrick Consulting's approach to measuring potential

Robust validation by industry IO psychologists and data science experts

Rigorously tested for adverse impact

Video and game-based challenges built on proven, traditional psychometric & cognitive ability assessments

Engagement at pace and scale

Client data insights and predictors of potential

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