LEADERSHIP DNA
FOUR DIMENSIONS OF LEADERSHIP

A + B

Use data to uncover potential more effectively, improving how you assess, identify and develop leaders
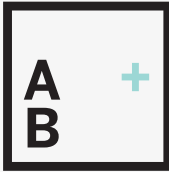
WHAT WE'RE SEEING

Most companies rely on subjective criteria, gut instinct and a singular focus on performance to assess, identify and develop their leaders. It can often prove costly and inefficient when the chosen leader doesn't fit the culture or possess the right talent.

THE SOLUTION WE'RE PROVIDING

In search of a solution, we've met with OD professionals and experts in talent, and discovered that sport teams are best in class when it comes to talent management. What differentiates them from the rest is their use of data analytics to maximize the potential of their people.

Similar to sport teams, we utilize predictive talent analytics to assess, identify and develop your people. Our proprietary Leadership DNA™ Model helps you create the ideal success profile for leaders, and allows you to assess that against your current state of leadership.

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HOW FAR I WILL GO

Play-To-Win Attitude

Do your Leaders have the Ambition, Drive, Grit, and do they go the Extra Mile?

HOW I AM HARDWIRED

Gene

Do your Leaders have the Leadership Gene?

WHAT IS YOUR LEADERSHIP DNA™?

WHAT I'VE DONE

Experience

What Experiences do your Leaders need to go through to be successful?

WHAT I KNOW

Competencies, Behaviours

What Knowledge, Skills and Behaviours do your Leaders need to be successful?

▪ THE VALUE YOU CAN REALIZE

With this data, you can transform talent management from an art to a science. You come to understand – accurately and tangibly – what constitutes leadership potential specific to your organization, and you gain a scientifically validated benchmark that can be leveraged for talent assessment, identification, and development.

Above + Beyond's Leadership DNA™ Model enables you to choose leaders strategically and multi-dimensionally, which ultimately **reduces costs** and **increases efficiencies**. With a data-based approach to talent management, you can consistently assess, identify and develop the right leaders with the right potential to catalyze strategy, culture and customer experience.