

## CMP Brings Deeper Insights And Prediction To Executive Selection

CMP executive assessment helps you hire smart, and onboard leaders effectively.

The CMP assessment process goes below the surface to highlight the key strengths, gaps/risks and potential of candidates. Our tools are rigorous and efficient, with results available real-time – we provide predictive insights without slowing down the hiring process. Key features include:

- ◆ Alignment of the assessment with strategy, culture and role requirements
- ◆ Quantitative benchmark data on key predictors of executive success
- ◆ Qualitative summary of fit against requirements of the role
- ◆ Overall fit recommendation
- ◆ Verbal debrief to ensure candidates fully leverage the assessment results for performance improvement and development

The power of prediction – that is the CMP Executive Assessment Advantage.

### Leadership Assessment Scorecard Division Vice President: Terry Sample

Strength	Solid	Possible Gap/Risk	Strength	Possible Gap/Risk
<b>Strategist</b>			<b>Strong Influencer</b> – Terry has high emotional and situational awareness. People will perceive him as authentic. He is accessible; and can build productive relationships and develop connection and followership.	<b>Risk Adverse with Slower Pace of Change</b> – Terry can be challenged to navigate ambiguity and make decisions without full data. He is predisposed to be tentative to make strategic decisions where there are tradeoffs vs clear right and wrong answers. He can be tentative and risk adverse
Strategic Capacity	86%			
Feedback Enablement	63%			
Leadership Drive	73%		<b>Team and Performance</b> – Terry is sensitive to individual and team dynamics. He can build strong rapport and credibility with his team, and should be direct and transparent in addressing performance gaps. He is a good team leader.	<b>Lower Ability to Evaluate Arguments</b> – Terry can be challenged to evaluate arguments based on relevance and strength of supporting evidence; and is likely to be challenged to analyze information objectively, without allowing preferences or emotions to influence evaluations.
<b>Director</b>				
Operational Capacity	91%			
Collaborative Orientation	61%		<b>Operationally Oriented</b> – Terry is organized in his approach. Will be playful and structured in his leadership and management, and should effectively translate strategies into clear actions and metrics.	<b>Moderate Collaboration</b> – Terry will circulate and build relationships, however, he may not value the input of others and can be competitive. He may not actively support the success of his peers.
Emotional Strength	97%			
<b>Counselor</b>				
Influence	98%		<b>Strategic Focus</b> – Terry is more tactical and operationally oriented than strategic however, he is open to new ideas and contemporary approaches. He enjoys exploring possibilities and should be able to operate with bi-focal vision, making day-to-day decisions in the context of the strategy.	<b>Overall:</b> Terry Sample is relationship-oriented leader who is able to build teams and performance, manage in a playful manner, and be a steady and optimistic presence in times of change and challenge.
Self Knowledge	66%			
Resilience	96%			
<b>Coach</b>			<b>Optimistic and Resilient</b> – Terry defaults to a positive perspective on people and will work hard to make good things happen. He effectively manages stress and will bounce back quickly from challenges and set backs.	
Risk Taking	63%			
Creativity Innovation	80%			
Change Management	86%		<b>Ability to Draw Accurate Conclusions</b> – Compared to an executive benchmark, Terry is uniquely able to gather sufficient information, weigh it appropriately, and assimilate it into a sound conclusion. Terry is also able to interpret evidence appropriately without generalizing it into unwarranted conclusions.	Terry can suffer from some analysis-paralysis and risk aversion and will be challenged to evaluate arguments and alternatives in an objective manner. These are material issues that should be considered, and managed if Terry is given the role.
<b>Capacity</b>				
Watson Glaser	27%			
Executive Percentile Rank			<b>Driven by Meaningful Impact and a Level of Change</b> - Terry is mission-oriented and should be loyal to the organization, team and work. He is most engaged around big ideas and the opportunity for cycle-up impact.	
<b>Overall Fit</b>				

### The CMP Executive Assessment Advantage

#### Predicts Winners

Our assessments are scientifically-validated and aligned uniquely for each client.

#### Works Virtually

The full assessment experience can be conducted anywhere and at any time.

#### Timely Results

We assess, interview and provide results with no delay.

#### Is Customizable

Our reports can be structured using your performance criteria.

#### Drives Value

We provide maximum benefit and impact at a reasonable price.

### Aberdeen Group Study: Companies Using Assessments Found:



**39% Lower Turnover**

And



**24% Exceeding Performance Goals.**

## RESULTS ACROSS INDUSTRIES

*Our transformation started when we upgraded our executive hiring with assessment & rigor.*

### **Raising Cane's**

*We have made a dent in hunger insecurity thanks to hiring and investing in the right leadership talent. The insights from executive assessment make all the difference.*

### **North Texas Food Bank**

*Getting the executive equation right has positively impacted every meaningful aspect of the hospital system.*

### **Tenet Healthcare**

*Hiring and promoting executive talent through validated assessment has supported systematic change and growth.*

### **Anthem Insurance**

### **National Hospitality Company**

Introduced Executive Pre-hire Assessment In 2009:

- ⊕ Desired retention increased 45%.
- ⊕ Engagement scores showed year-over-year improvement for 8 years.
- ⊕ Growth & performance moved from mediocre to benchmark for last 6 years.
- ⊕ Consistently rated as a top place to work.

### **Large Social Services Non-profit**

Introduced Executive Pre-hire Assessment In 2011:

- ⊕ Unwanted attrition dropped to single digits.
- ⊕ Contributions & growth regained momentum.
- ⊕ Had the leadership talent to successfully execute the largest capital campaign in state history.

### **Regional Healthcare System**

Introduced Assessment for System Director+ & Hospital C-suite Roles In 2007:

- ⊕ Executive attrition decreased – more stability and capacity in leadership.
- ⊕ Five years of annual improvement in hospital clinical & financial outcomes.

### **National Blue Cross Blue Shield Health Insurance**

Introduced Level-Based Assessments for Staff VP, VP & EVP Roles In 2019:

- ⊕ Assessments predictive of performance across several leadership competencies.
- ⊕ Behavioral and cognitive measures correlate significantly with executive potential.