

Benefits of the Leadership Pipeline® Dashboard

- Creates a clear and comprehensive picture of the organization's talent and its change capacity
- Provides 'at your finger tip capability' to answer key questions
- Answers any question about the talent picture of the organization by easily "slicing'n'dicing" the talent data
- Improves the ability to effectively and quickly respond to new demands on the organization
- Provides a framework to manage talent—today and for tomorrow
- Focuses talent improvement initiatives and processes in the areas with the highest potential return
- Provides ability to track and measure the progress being made on talent initiatives



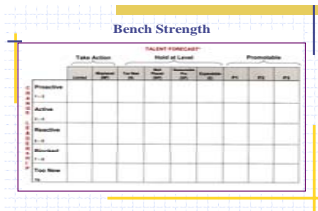
The **Leadership Pipeline® Dashboard** is a revolutionary talent management system, based on the proven **Human Asset Inventory®**, provides a robust view of an organization's talent by melding an effective talent assessment process with powerful Business Intelligence software.



In association with:



Leadership Pipeline



Understanding the “Why Behind the Results” – Critical Questions/Answers:

1. Do we have the right people on the plane?
2. Do we have the wrong people off the plane?
3. Do we have the right people in the right seats?

Legend

Mission Critical (1st)

Important to Sustain (2nd)

1. Do we have the right people on the plane?

A – Starting Point

Question	Report
Do we have the coalition of leadership we need?	Leadership Coalition
Who can drive the change we need – who is promotable?	Talent Forecast Chart
Do we have adequate back-ups at the top?	Succession Coverage
What are the open positions where we can move a hi-potential for development?	Vacant Position List
Who needs to move for development?	Person “Needs to Move” List
What does our diversity pool look like?	Diversity Pool Summary

B – Tracking Progress

As planned, are talented individual being moved into key jobs?	“Need to Move List”
What positions are available – in which we need to access the promotable list?	Vacant Position List
Are diversity candidates being considered for positions?	

2. Do we have the wrong people off the plane?

A – Starting Point

Question	Report
How much is poor performance costing us?	Poor Performance Cost – Tolerance
Are we stepping up to performance issues?	Limited Talent in Position 2+ Years
Are there obvious inconsistencies in how we are appraising and rewarding our leaders?	Rating/Reward Consistency
Who could we lose...causing serious issues?	Leadership Risk Analysis

B – Tracking Progress

Are we making appointments from our promotable pool?	
Are we moving on “improvement” plans?	

3. Do we have the right people in the right seats?

A – Starting Point

Question	Report
Are our pivotal positions staffed with outstanding leaders?	Pivotal Positions – Individuals in Place
What positions are we going external for?	External Search #
Do we have the functional leadership we need?	
Are we insuring that new hires get a right start – protected?	

