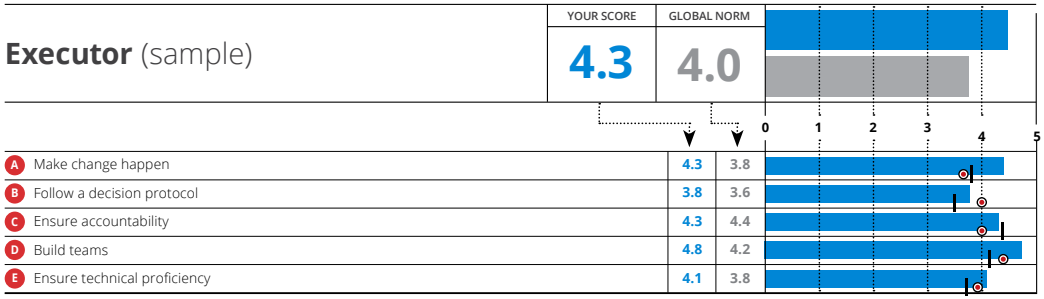
The RBL Group

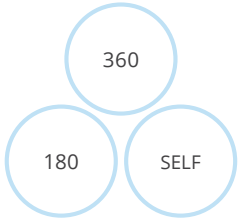
Assessments + Audits

Do your leaders do what great leaders do?

LEADERSHIP Assessments

RBL Leadership Code assessments are based on the best available research on what makes leaders great. The RBL Leadership Code report provides a simple and clear outline of the strengths and opportunities identified in the assessment so that leaders can become more effective in delivering results that matter. Reports include custom analyses, such as engagement of direct reports, potential pitfalls or derailers, and performance on top-ten critical leader behaviors.





Four stratified versions customized to the level of the leader:

- Indiv. Contributor
- Front-Line Leader
- Manager/Director
- Executive/C-Suite

We offer a variety of tools to help you make lasting changes based on the results of your report: certification, custom assessments, development planning guides, coaching and feedback workshops, follow-up 360s, and corresponding development workshops.

Our research shows that 60-70% of the attributes of leadership effectiveness are the same for all leaders. The five domains of the RBL Leadership Code are the foundation of what all leaders must know and do to be effective.

1. Strategist
Do I shape the future?

2. Executor
Do I make things happen?

3. Talent Manager
Do I engage today's talent?

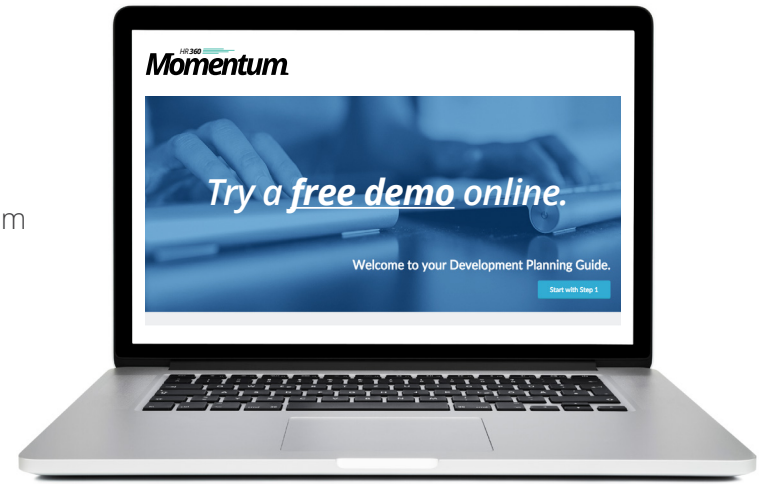
4. Next Generation Developer
Do I build the next generation?

5. Personal Proficiency
Do I invest in myself?

Learn more: *https://www.rbl.net/services/assessments/rbl-leadership-code-360-assessment*

Momentum

Momentum is an online course designed to help leaders turn feedback from their 360 into meaningful personal change. By integrating the assessment with development planning, Momentum provides the accountability many companies lack to fill the gap between taking a 360 and acting on it.



Momentum's simple online process helps participants:

- Understand assessment results
- Identify development priorities
- Create an actionable plan to improve
- Measure progress with followup 360s

Integration

Your 360 results feed seamlessly into the Momentum platform, making development planning easy.

Engagement

Learning modules use an engaging mix of video, narration, application exercises, and reading materials.

Resources

24/7 access to the development toolkit and complete library of development suggestions.

Community

Connect with other users and discuss your ideas with colleagues in our community feature.

Learn more: *https://www.rbl.net/services/momentum*

Do your HR professionals deliver value to the business?

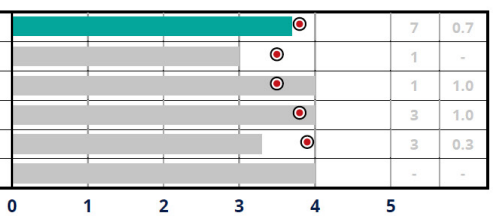
HR Assessments

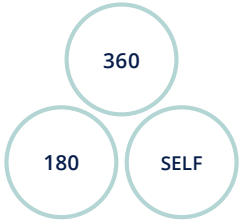
Based on the largest and most empirical global study on HR competencies, the HR Competency 360 identifies strengths and opportunities for development for HR professionals. By measuring individuals against a large, global benchmark and providing the perspective of managers, non-HR business leaders, and peers, individuals gain valuable insight into how they can grow and best deliver value to the business.

Accelerates Business (sample)

17. Adjusts work assignments based on changing business demands

	Your Score	Global Norm	N	Gap from Self
Total	3.7	3.8	7	0.7
Self	3.0	3.5	1	-
Supervisors	4.0	3.5	1	1.0
HR Associates	4.0	3.8	3	1.0
Non-HR Associates	3.3	3.9	3	0.3
Region	-	4.0	-	-





Receive feedback from:

We offer a variety of tools to help you make lasting changes based on the results of your report: development planning guides, coaching and feedback workshops, follow-up 360s, and corresponding HR development workshops. Qualify for recertification credits with SHRM and HRCI.

Our research shows that by upgrading their competencies in five domains, HR professionals can respond to business needs and create sustainable value:

Accelerates Business
- Generates Competitive Insights
- Influences the Business
- Gets the Right Things Done
- Drives Agility

Advances Human Capability
- Elevates Talent
- Delivers HR Solutions
- Champions Diversity, Equity and Inclusion

Simplifies Complexity
- Thinks Critically
- Harnesses Uncertainty

Mobilizes Information
- Leverages Information and Technology
- Guides Social Agenda

Fosters Collaboration
- Manages Self
- Builds Relationships

Learn more: *https://www.rbl.net/services/hr-competency-360-assessment*

Are your HR professionals accountable for their individual development?

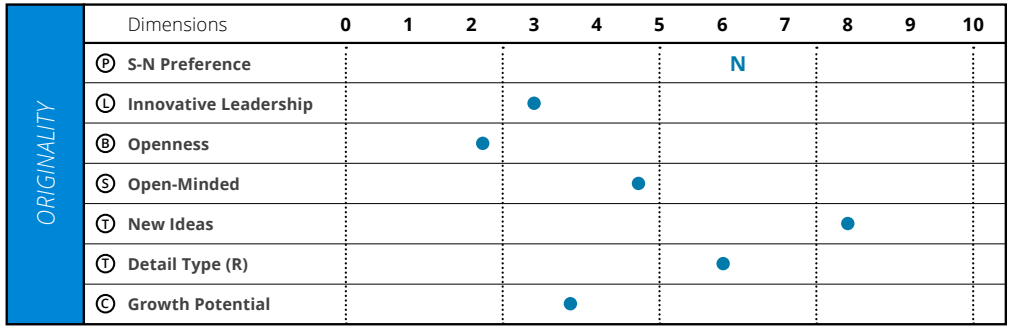
MENTOR®
Leadership Battery

MENTOR® is a psychometric assessment that measures individual strengths and weaknesses and is a powerful addition to any talent development strategy.

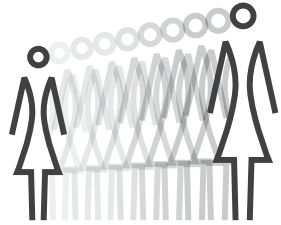
Do you have what it takes to succeed?

MENTOR® **Leadership Battery** is designed to measure personality attributes, team role preferences, leadership indicators, and conceptual complexity. These instruments provide insights that are critical to understanding how individual leaders operate and how they can improve.

Originality (sample)



One-on-one coaching by RBL-certified coaches helps leaders understand how their preferences affect individual and organizational performance and focuses them on one or two key areas for development. This personalized development plan helps leaders improve in ways that affect current and future job performance.



The MENTOR® Leadership Battery identifies an individual's characteristics in 26 dimensions and profiles them in five categories known to facilitate leadership success:

1. Originality
Do I look ahead and generate new ideas or solutions?

2. Leadership Potential
Am I motivated to lead?

3. Task v. People Orientation
Are my decisions based on logic or do I factor in people?

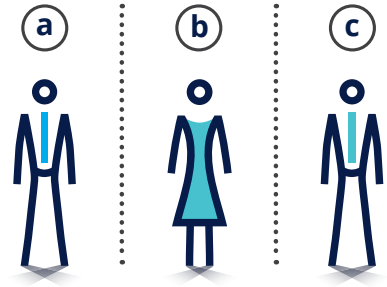
4. Organization and Execution
How structured do I like my work environment to be?

5. Temperament
How do I respond to stress?

Learn more: *https://www.rbl.net/services/mentor-leadership-battery*

MENTOR®
Candidate-Position Fit

How can you select the best candidate for a position?

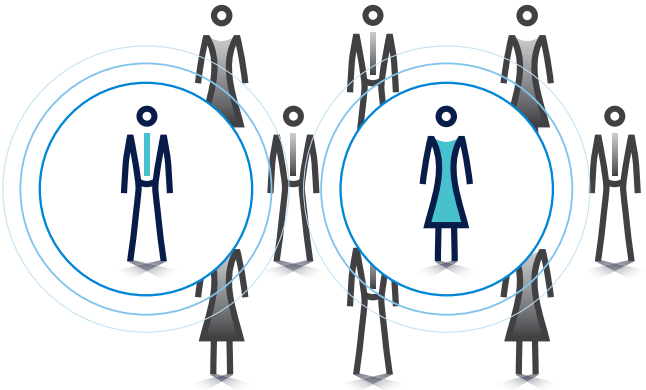


Failed hires have huge financial and organizational costs. By using the Candidate-Position Fit analysis during the selection process, particularly for high-visibility and high-risk hiring decisions, you improve the odds of finding the right person quickly, and you know how to get them started on the right foot.

Each candidate begins by completing the MENTOR® assessment battery, which measures personality attributes as well as cognitive capability. Trained analysts then review and interpret the results, compare them to the job requirements and the candidate's CV, and provide recommendations on fit for the position. This process is effective at all levels of the organization.

Learn more: *https://www.rbl.net/services/mentor-leadership-battery*

MENTOR®
High-Potential Identification



How do you more accurately identify high-potentials?

Future performance is difficult to predict. Even in world-class organizations, leaders are selected based on measures of current and past performance. RBL uses proprietary indexes of capability and personality attributes associated with executive leadership success to help identify those candidates who are more likely to succeed. With this information, organizations can target development investments more accurately so that they can have a greater impact on short- and long-term business performance.

Learn more: *https://www.rbl.net/services/mentor-leadership-battery*

Do your leaders have the support they need to succeed?

Results Based Coaching

Establish a baseline.

We'll use self- and multi-stakeholder assessments to create a starting point for coaching.

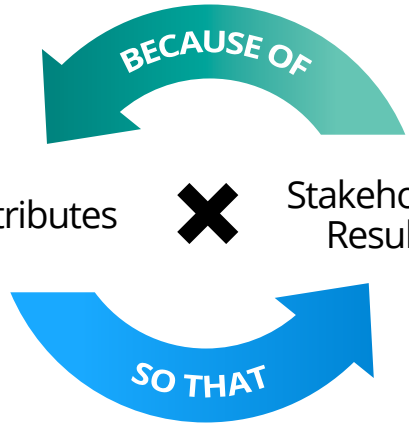
Create the engagement.

The coach and the client co-create the coaching process, including a discussion of feedback, development planning, and ongoing coaching sessions to reinforce focus, adjust strategies, and create accountability.

Measure results.

Follow-up stakeholder feedback during the coaching process and at its closing allows the client to measure individual growth.

EFFECTIVE HR PROFESSIONALS = Attributes × Stakeholder Results



Neither attributes nor results is enough; it's the virtual cycle between them that makes all the difference. Our coaching methodology connects attributes with results and helps HR professionals become more effective by developing strengths that strengthen others and addressing weaknesses that get in the way of delivering results.

Leaders should be able to say "I will improve this competency ***so that*** I deliver a particular result." Or, "I delivered this result ***because of*** this competency I have."

Learn more: *https://www.rbl.net/services/coaching*

+ Audits

RBL Leadership Brand *Audit*

How effectively are you building leaders in your organization?

The RBL Leadership Brand Audit assesses your organization's performance on key elements of leadership against global benchmarks and the performance of the best companies identified in The Top Companies for Leaders® study[1]. These data show how well your organization is building leaders who deliver the results your stakeholders value most. By linking customer expectations to leaders' behavior, you focus leadership investments on the results that matter.

The RBL Leadership Brand Audit is based on research conducted by The RBL Group about how to build a sustained leadership capability that resonates with external stakeholders of an organization. The purpose of this survey is to help you understand the strength of your organization's Leadership Brand.

1 Conducted by Aon/Hewitt, The RBL Group, and Fortune Magazine.

Learn more: *https://www.rbl.net/services/organizational-audits*

HR Effectiveness Audit

How do you build sustained HR effectiveness?

The HR Effectiveness Audit measures your HR department's current performance against global norms. HR needs to be able to connect its work to customers, investors, and community leaders outside the organization. As HR develops this outside-in perspective, it will be able to influence the future of the organization. This audit evaluates HR's current performance and identifies opportunities for growth.

HR Effectiveness Survey data is used to:

- Identify HR priorities, measure current HR effectiveness and potential business impact with improvement.
- Identify gaps between HR and non-HR perspectives on priorities.

Individual items measure current performance and progress. Survey participants are asked to assess each behavior twice. First to assess current HR effectiveness and then again to assess the business impact if HR improves in this area.

Learn more: *https://www.rbl.net/services/organizational-audits*

The HR Effectiveness Audit factors are based on RBL's well-respected research and thought leadership in strategic human resource management. HR organizations that deliver results proactively manage the following eight areas:

1. *Understanding and Contributing to the Business*
2. *Leading and Managing Change*
3. *Talent Management*
4. *Performance Management*
5. *HR Department Credibility*
6. *Efficient Service Administration*
7. *Organizational Capabilities*
8. *HR Business Partner Credibility*

Organizational Capabilities *Audit*

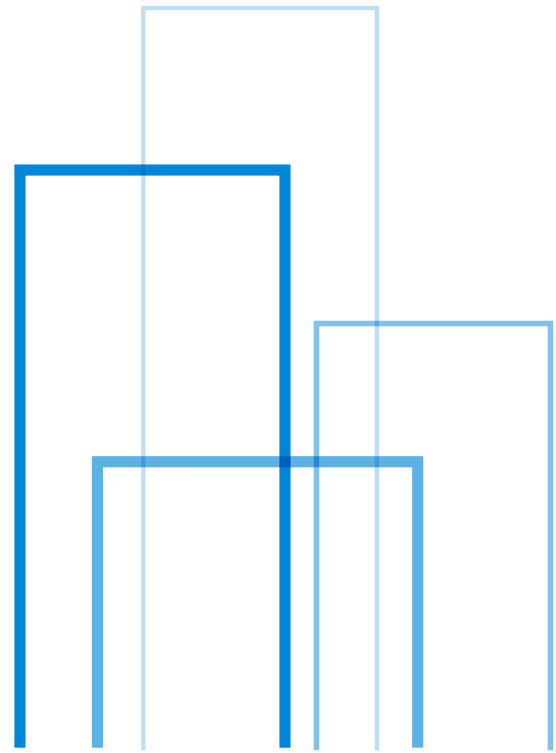
What are the unique ways your organization provides value?

The Organizational Capabilities Audit measures perceptions of your organization's strength in each of the twelve organizational capabilities. By identifying and improving on the capabilities that matter most in your organization, your business will be able to achieve and sustain superior performance. Organizational capabilities are more difficult for competitors to copy than capital market access, product strategy, or technology, which gives investors confidence and gives you a lasting competitive advantage.

Survey Output

- Organizational Capabilities Summary results are used to identify intangible value and help define what the organization is good at doing.
- Highest and lowest-rated individual items.
- An outside-in perspective on the most critical organizational capabilities for a high-performing organization. Written comments section is also provided.
- Individual item scoring details.

Learn more: *https://www.rbl.net/services/organizational-audits*



Assessments + Audits

Click to Get Started

The **RBL** Group

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of assessments and audits:

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