

PIVOTAL LEADERSHIP DIAGNOSTIC

Leadership as a Driver of Growth

In today's dynamic business world, it is critical for companies to develop leaders that exhibit the strength and capacity to deal with pressure and change. At Pivotal Growth, we leverage diagnostics to help companies understand their leadership capacity, leaders' potential to drive performance and to create development plans. Our proprietary diagnostic tools help grow strong leadership teams. Our technology-enabled analysis focuses on the mindset, confidence, capabilities, and competencies of a company's leaders and teams.

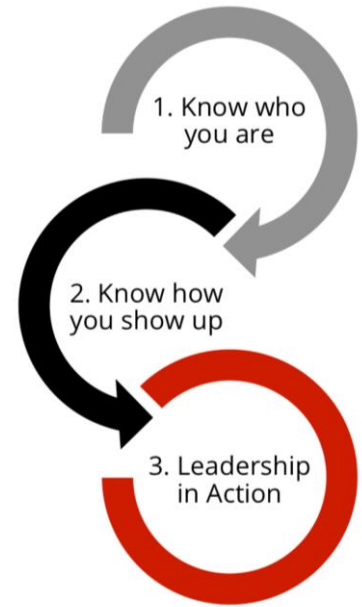
Unlike other diagnostic tools on the market, Pivotal's approach goes beyond just testing personality traits and behaviours; we dig deep to explore each team member's level of self-knowledge, self-awareness and their current confidence. These measures are discovered through a focus on five key areas:

Mindset:	The opinion or perspective held about learning.
Personality:	Distinct leadership characteristics.
Interpersonal:	The way interactions are perceived.
Habits:	Understanding a leader's routines and rituals.
Competencies:	The leadership skills being deployed.

We believe that the true strength of any diagnostic tool is the impact it has on results. Our comprehensive Leadership Diagnostic report not only provides actionable insights for decision making but also features key indicator scores that can be monitored and measured over time.

The power of Pivotal's proprietary diagnostic tool is evident in the simplicity and structure of our final report. It's like nothing else on the market today, as it:

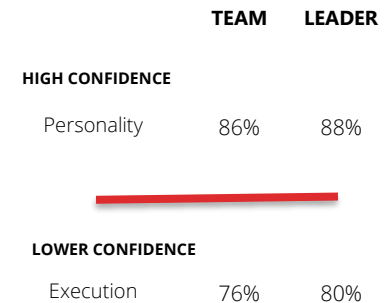
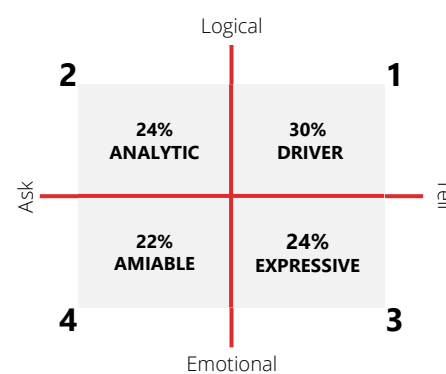
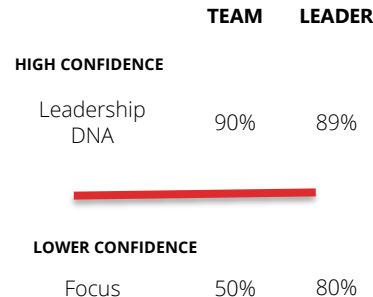
- replaces expensive consulting hours with a technology enabled data-gathering
- generates insights to understand a team's readiness to perform
- develops a strengths-based lens plus identify areas of development
- accelerates a leader's and team's agreement on where to focus efforts
- more effectively informs a data-backed, needs-based approach to leadership development programming
- generates actions, measurement, and results



SAMPLE LEADERSHIP DIAGNOSTIC

Measuring Leadership Drivers

In this sample leadership diagnostic for a growing technology company, our interpretation and building an action plan centers around 4 drivers, 21 primary dimensions, 13 sub dimensions and 20 competencies. A strengths-based focus draws out performance confidence. This team holds a very strong Mindset for Success dominated by an ability to leverage criticism. Next is their hardwired Leadership DNA and a Leadership Personality anchored in intrinsic attributes. The two notable development opportunities are the team's Leader Personality with their Attention and Focus, or tendency to get distracted, that interrupts their ability to stay focused on the right things. This is just the start to insights that can be generated by our diagnostic tool.



Pivotal Growth is a professional services firm committed to providing growth-oriented companies with critical leadership data and action plans. Using technology-based methodology, we take the guesswork out of understanding the performance capacity of leaders and teams. We combine the power of diagnostics, consulting and implementation services to support leadership development results.