



Maximize Leadership Effectiveness

Create High Performance Teams

Make Smart Candidate Selection Decisions

PRO Development™ is a proven, scientifically validated, leadership assessment tool that helps you bring out the best in your leaders.

PRO DEVELOPMENT™
is state-of-the-art

It is a professional development instrument for leaders that measures convergence of an individual's:

Mission

motivations and interests that excite an individual to action

Competency

abilities and aptitudes that enable action

Style

personality and behaviors that make an individual unique

PRO DEVELOPMENT™
is comprehensive

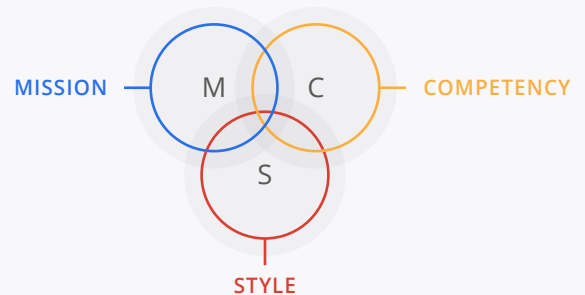
Most tools used in a corporate environment measure only one or two dimensions, such as personality or competency.

PRO Development™ measures convergence of multiple dimensions.

PRO-D provides insights regarding ideal roles, keys to improved team interaction, and organizational cultural preferences.

PRO DEVELOPMENT™
is fully validated

The assessment was tested with over 5,000 individuals. The data and feedback are engineered for professional development (not simply reflection) and are used to maximize an individual's leadership effectiveness.



PRO DEVELOPMENT™ PROPRIETARY CONVERGENCE AND MATCHING DESIGN



DEVELOP EFFECTIVE LEADERS, BUILD HIGH-PERFORMANCE TEAMS



WHAT OUR CLIENTS SAY ABOUT PRO DEVELOPMENT™

“ The challenge facing the Merial Management Committee was significant — it was essential that our leaders be in total unison. We worked with a leadership development firm to conduct an off-site summit meeting and utilized PRO Development as a basis for many of our discussions. The individual assessment instrument, PRO-D, was insightful and credible to each member of the team. Sharing our PRO-D facilitated an open and honest discussion enabling all the difficult topics to be aired and tackled. We left the meeting as a Leadership Team with clarity and full agreement on our purpose, our vision and our values. ”

Executive Chairman
Merial Limited

a joint venture of Merck and Sanofi- Aventis

“ Utilizing the PRO Development™ instrument, our company has witnessed the resounding correlation between an individual’s motivations congruent with their managerial strengths. This knowledge allows us an organization to grow leaders for long term sustainability in a competitive talent marketplace. The tool has become foundational for individual and team success. ”

SVP Human Resources and Administration
Premier, Inc.

2006 Malcom Baldrige Award Recipient

“ I’ll admit to a healthy dose of skepticism going into the PRO Development™ process; however, as promised, the results demonstrated remarkable insight into my strengths, and ideal roles. Also, the educational keys identified areas for development and corrective actions.

The PRO-D experience also reminded me that self-improvement is an endless process and I need to continue to keep myself evolving in the right direction. I wish I had access to this tool twenty years ago! ”

President
Sandvik Publishing, Ltd.

	PRO DEVELOPMENT	MBTI	DISC	PREDICTIVE INDEX	STRENGTHS FINDER	BIRKMAN FIRST LOOK
Fully Validated	✓	✓	✓	✓	✓	✓
Measures Multiple Dimensions	✓				✓	✓
Assesses Personality/Style	✓	✓	✓	✓	✓	✓
Assesses Missions/Interests	✓					✓
Assesses Competency/Aptitudes	✓				✓	✓
Converges “Whole” Person	✓					
Suggests Ideal Roles	✓					✓
Assesses Organizational Cultural “Fit”	✓					
Highlights Educational Keys	✓	LIMITED	LIMITED	LIMITED		
Provides Communication “Hints”	✓	✓	✓	✓		
Assesses Job “Fit”	✓					



Serving clients Globally, The PRO-D is a framework that can be leveraged to gain understanding of a person, build high performance teams and empower organizations to create a culture conducive to growth.

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