

# HPS Talent Management

## The Science Of Success



## Leadership Potential Equation™ Using Science To Select & Promote Leaders

Now you can unlock the complexities of successful Talent Management with High Performing Systems' **Leadership Potential Equation™ (LPE)**!

A **scientifically-validated** and powerfully predictive assessment, the **LPE™** transforms the hiring and promoting process by clearly identifying high potentials and aligning their talents to the organization over time.

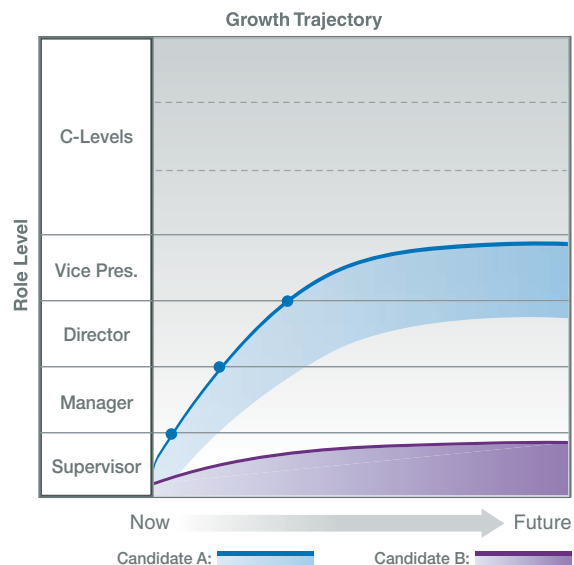
**No other assessment** connects current potential to future progression as part of a comprehensive Talent Management approach.

**Here's how it works.** The **LPE™** moves beyond **Learned Competencies** (resume, references and current performance) already known by employers and analyzes **Innate Abilities** (cognitive ability, emotional intelligence and motivation) that taken together will reveal the true measure of a candidate's potential.

**LPE™** then adds the critical component that links hiring decisions made now to a company's future succession needs: **Growth Trajectory**. Found only with **LPE™**, Growth Trajectory accurately identifies high potentials by predicting **which candidates** will have the ability to successfully work at higher Role Levels across time and **when** they will be ready for promotion—ensuring continuous optimal fit and avoiding costly mis-hires.

With **LPE™**, know where, when & who to place in **every Role**, at **every Level**, **every time!** Contact HPS today to get started.

### LPE™ Results Snapshot



The **LPE™** assessment's **scientifically-validated** results show whether a candidate is a match for a specific Role **now**, plus what the candidate's **future** success potential is for different Roles, at different Levels, over time.

For example (see above), **LPE™** results show that both Candidates A and B can be successful Supervisors now. However—unlike other assessments—**LPE™** results also reveal that **Candidate A** can operate successfully at the VP Level in the future, while **Candidate B** is best suited to remain at a Supervisor Role Level.

Invaluable information for selecting and promoting leaders!



**Win the Talent War! Hire, Develop, Retain.**  
Visit HPS online at [www.hpsys.com](http://www.hpsys.com) or call 800.535.8445.