

Contact: Matthew Parrott  
Marketing Assistant / Client Services Intern  
Tel: 905-430-9788 ext. 103  
Email: mparrott@predictivesuccess.com

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# Press Release

For Immediate Release

## PREDICTIVE SUCCESS AGAIN NOMINATED FOR THE ERNST & YOUNG "ENTREPRENEUR OF THE YEAR" AWARD

On Wednesday, June 22, 2011 at the Granite Club in Toronto, ON, Predictive Success was recognized at a judges' reception for their nomination for the Ernst & Young "Entrepreneur Of The Year" Award.

Representing Predictive Success was David and Patty Lahey, Dana Sacco, and Caroline Timperley. It is the third time Predictive Success has been selected for this exclusive club by the chartered accountancy firm after reviewing their financials and market leadership. This nomination is the result of leadership by President David Lahey and hard work by the entire team of Managing Principals across Canada.

The Ernst and Young "Entrepreneur Of The Year" Award honours outstanding Canadians who have turned their unique business vision into successful reality. Presented in over 50 countries, and now in its 17<sup>th</sup> year in Canada, "Entrepreneur Of The Year" is the world's most prestigious business award for entrepreneurs.

The entire Predictive Success team awaits the announcement of finalists on July 7.

### About Predictive Success and President David Lahey, MBA:

Growing up, David Lahey was exposed to entrepreneurship via his father, who was a successful entrepreneur himself. Although David worked for many years in the corporate world, he climbed the ranks in the Enterprise Group of his former employer, Microsoft, which gave him the ability to use his entrepreneurial spirit to develop global strategies. During his time obtaining his MBA from Queen's University, David worked with professors, lecturers and classmates who were involved with entrepreneurship or were entrepreneurs, as well, which encouraged David to develop his entrepreneurial spirit further.

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David searched for the right business, and with the support of his family, friends and business advisors, he found an opportunity with Predictive Success (or “the Company”). David became a qualified Predictive Index® (PI) analyst and is a certified PI facilitator. David persisted and has thoroughly enjoyed being his own boss and being able to directly effect change on others (including his employees, clients, business advisors and charitable organizations) through his business. He is a role model for those who want to jump out from corporate Canada into the entrepreneurial world and find success and satisfaction in both their personal and professional lives.

Entering their sixth year of operations, Predictive Success has developed with steady revenue and with head count growth, and has consistently met or exceeded budget. He leads with charisma and contagious energy, and prides himself in building a non-threatening environment for his employees, business advisors, other partners and clients. The Company has built a strong relationship with Business Development Bank of Canada (BDC), who, with the leadership of Robert Duffy, Business Development Bank Manager, nominated David and Predictive Success, for this prestigious national award.


Predictive Success’s “product” is the Predictive Index, a proven, organizational development management tool. Further, David, in partnership with The Sirrah Group in Denmark, has created a new tool, Predictive Learning Indicator (PLI) to provide data and information regarding human capital to its clients. This tool, which will assist organizations in measuring a person’s learning potential, has qualified the Predictive Success for the Government of Canada SRED dollars in 2009. Along with the Predictive Index and Professional Learning Indicator, David has developed an entire “Success@Work” assessment cluster to provide better human capital strategies for many clients. David also led a project where the traditional organization map was reinvented for one of its clients.

David is proud to be an entrepreneur however he acknowledges that his background in the corporate world influences his approach to how he manages Predictive Success and his team and his affiliations a great deal. David has a balance between his entrepreneurial spirit to take risks, however he uses his analytical and structured background from his corporate career to analyze risk and strategy. In addition, many of the incentives and team building programs (such as flexible work arrangements, various compensation schemes, reward and recognition) that he used in his corporate world, have been modified and are currently used to motivate and incent his people to help grow the business.

Further, David stays abreast with the leadership and human capital issues through his relationships and lecturing at various Canadian universities, including Ryerson University, Queen’s University, and more. David believes in building strong relationships with non-business affiliations such as universities and charities to give back to the community. David works with professors from various universities and has been a guest lecturer at various schools. He believes that it is important to give both dollars and time to great causes. Predictive Success is proud to be the partner with many charitable organizations such as the Canadian Breast Cancer Foundation, Compassion International, The Princess Margaret Hospital Foundation, Chalice, UNICEF, Sleeping Children Around the World and Ride to Conquer Cancer. Predictive Success also sponsors two hockey teams, the North York Knights, and the Lakehead Thunderwolves. And to illustrate his strong belief on the value of education, in 2009 he founded the John Watson

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Leadership Award, an annual scholarship created to recognize and foster outstanding character development, creative leadership, active citizenship, and academic consistency in students entering post- secondary education.

David's personal vision for the Predictive Success is to tackle the productivity gap in Canada. Over the next five years, he will strive to continue to find the right fit of people to help grow Predictive Success four times over their current revenue growth. This is an ambitious goal, but David believes that the human capital market has a great deal of growth potential. David looks to grow his business and relationships both within Canada and globally, and looks forward to being a leader and innovator in the industry that focuses on many companies most important asset: its people.

For further information on this award (<http://www.ey.com/CA/en/About-us/Entrepreneur-Of-The-Year>) or any other information contained in this document, please contact our Predictive Success office:

Matthew Parrott  
Marketing Assistant / Client Services Intern  
Predictive Success Corporation  
316 Colborne St., West  
Whitby, ON Canada L1N 1X3  
Office (905) 430 - 9788, ext 103  
Fax (905) 430 - 9789  
[www.predictivesuccess.com](http://www.predictivesuccess.com)