EVIDENCE
BEATS OPINION

Workforce analytics from Predictive Success™

predictive success™

Shrink the Gap Between Strategy and Reality.

People are the differentiating factor in an organization. Getting the right people in the right roles and keeping them engaged is the key to generating capacity in today's business environment. Imagine an extra day of productivity from your employees each week.

Predictive Success Corporation™ is a Profit 500 company with offices from coast to coast. We empower you with workforce analytics programs to accelerate your growth and optimize human capital performance.

Our approach positions your company to stimulate productivity, ultimately driving results.

- ALIGN THE DYNAMICS OF YOUR WORKFORCE

- MAXIMIZE INVESTMENTS IN YOUR PEOPLE

- ADVANCE YOUR VISION, MISSION, AND PURPOSE

GLOBAL NETWORK OF EXPERTS

Our team at Predictive Success is comprised of recognized experts in management consulting. We know how to put that talent to work for you. As a founder's club member of The Predictive Index, we are part of a network of over 350 associates. Our tools are available in 65 languages, including French Canadian.

BIG DATA TECHNOLOGY

Our solutions to your problems are backed by innovative data. Let us show you how to use management science to solve your most pressing business challenges. Last year we performed over 2 million Predictive Index Behavioural Assessments

RETURN ON INVESTMENT

"Since we started using the Predictive Index Behavioural Assessment, we saw a revenue increase of 16% per year from $500 million to $750 million."- Randy Lenaghan, VP Enterprise Sales, Microsoft Canada. Much more than reports for the HR file, our programs are used from hire to retire by 28% of Canada's Best Managed companies and 80 of the Fortune 500.

THE PREDICTIVE INDEX® IS THE ONE TOOL THAT LETS YOU UNDERSTAND WHAT YOU'RE GETTING INTO FROM THE BEGINNING SO YOU HAVE A MUCH BETTER CHANCE OF SUCCEEDING. IT DRAMATICALLY CHANGED THE WAY WE DID BUSINESS.
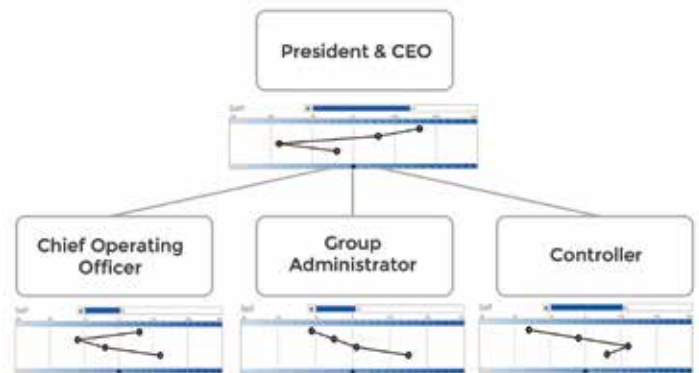
- IAN ENGLAND, CHIEF OPERATING OFFICER AT SERVICEMASTER OF CANADA -

What does it take to thrive in today's business world?

- Scientifically validated workforce analytics

- Data-driven, action-oriented training and development

- Proven management tools for front line leaders

- Expert consulting supported by 60+ years of success
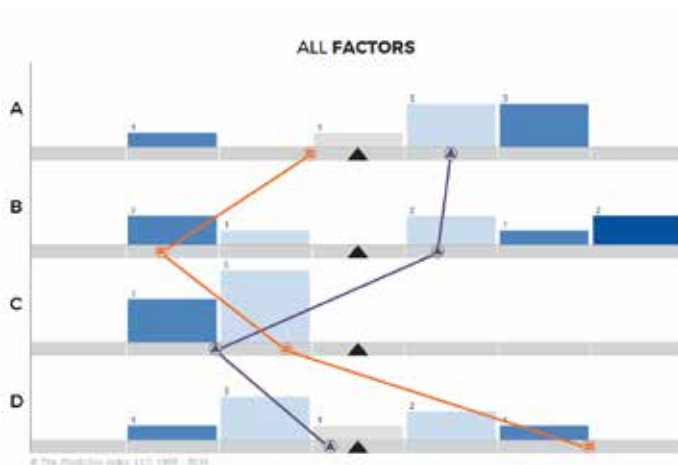
PREDICTIVE INDEX® GROUP ANALYTICS

PI® ORG CHART

OUR PROMISE TO YOU.

"NEW HIRES BECOME SUCCESSFUL 35% FASTER."

(Source: Financial institutions created an additional 8%-10% in recruiting capacity.)

"OUR EVIDENCE-BASED DATA HELPS YOU HIRE 30% FASTER."

(Source: Internal studies from clients in financial services and insurance, 2013)

"OUR CLIENTS GENERATE PROFIT FASTER THAN THEIR COMPETITORS."

(Source: TSX, reported two year return from national retailer clients)

OUR VALUED CLIENTS

Stay Ahead of the Competition. 〞

Most companies see their workforce as a cost center. Smart companies see their people as an asset; they understand that talent can be leveraged to generate growth. Our consulting and technology significantly increase the ROI of human capital analytics. Leading companies across North America rely on Predictive Success to help them make people decisions. Our clients have experienced measurable business improvements, specifically in cost reduction, revenue generation, risk mitigation, and operational excellence.

COST REDUCTION

29% reduction in turnover.*
15% reduction in training fees.

REVENUE GENERATION

12% increase in sales close rates.
16% increase in revenue.

RISK MITIGATION

100% EEOC compliance.
100% cross-cultural validity.
22% reduction in mis-hires.

OPERATIONAL EXCELLENCE

35% increase in sales improvements.
15% annual growth.
13.4% improvement in teamwork.
18% increase in communication.

(*Results reported from our nationwide clients. Results vary depending on degree of client investment in PI®)

TODAY'S TOP ORGANIZATIONAL CHALLENGES.

GLOBAL RANK	CHALLENGES
1	Human Capital
2	Operational Excellence
3	Innovation
4	Customer Relationships

(The Conference Board CEO Challenge® Summary Report)

> 〞 SINCE IMPLEMENTING THE PREDICTIVE INDEX BEHAVIOURAL ASSESSMENT, TOWN SHOES HAS BEEN ABLE TO CREATE BETTER "FITS" FOR PLACING PEOPLE INTO THEIR POSITIONS AND DECREASE TURNOVER BY 20% IN JUST THREE YEARS. THEY HAVE ALSO IMMENSELY STRENGTHENED THEIR CULTURE AND ENGAGEMENT LEVELS THROUGHOUT THE COMPANY. 〞

- KELLY DAVIS, SENIOR VICE PRESIDENT - HUMAN RESOURCES, LOSS PREVENTION & CUSTOMER SERVICE AT TOWN SHOES LIMITED -

Human Capital Analytics
Your tools for turning Big Data into strategic decisions.

RESUME · GENETICS · CHOICES · GENETICS

EDUCATION · KNOWLEDGE · SKILLS · EXPERIENCE · INTERESTS · ATTITUDE & VALUES · LITERACY & LANGUAGE · PHYSICAL & HEALTH · BEHAVIORS · COGNITIVE COMPLEXITY

WHAT IF YOU COULD PREDICT ...

• Who will be your next CEO?

• Where you will find your top performers?

• How to position your people to deliver results?

THE PREDICTIVE INDEX BEHAVIOURAL ASSESSMENT
Our scientifically validated behavioural assessment, the Predictive Index®, guides data-driven decisions in four practice areas: talent acquisition, talent development, change management, and productivity improvement. With nearly 3 million assessments completed annually, PI® gives you a practical and reliable understanding of the unique needs and behaviours that drive employee engagement. It is 100% EEOC compliant and available in 65 languages.

PREDICTIVE INDEX LEARNING INDICATOR (LI)
Available in 50+ languages, the PLI test system measures mental agility to accelerate onboarding and assess capacity in handling complex business situations.

SELLING SKILLS ASSESSMENT TOOL™ (SSAT)
A data-driven assessment that provides an objective look at your sales people's strengths, skills, and opportunities.

CUSTOMER-FOCUSED SELLING™ (CFS)
A consultative sales program that helps you establish a sales culture that sees selling as a process rather than an event.

INFLUENCE SKILLS ASSESSMENT™ (ISAT)
A benchmarking tool examining an individual's ability to influence and build value for key change initiatives in your organization.

LEADERSHIP TRANSITION PROGRAM™ (LTP)
Instills necessary competencies to help individuals progress through the challenging stages of becoming an effective leader.

LEADERSHIP PERFORMANCE INDEX (LPI)
An online feedback system that combines self-evaluations with views from a leader's direct manager and direct reports of their performance as a leader.

> **"**
> The Predictive Index® process paid for itself on the first hire. We grew from fifty-five people last year to over a hundred, so the math's pretty easy. For a growth company or a company that's trying to get the right people in the right position even if you're not going through a lot of growth, the Predictive Index® process will enable you to execute on that with a higher degree of precision than any other process that I have ever heard of or experienced.
>
> **CHRIS RASMUSSEN, PRESIDENT & CEO, DOXIM**

HIRING SELECTION +
ONBOARDING

SALES
SLUMPS

EMPLOYEE
ENGAGEMENT +
RETENTION

DISCOVERING
HI-PO's + LEADERS

TEAM
DEVELOPMENT

Are you ready to take your company's performance to the next level?

We can help. For more information about The Predictive Index Behavoural Assessment®, The Predictive Index Learning Indicator®, Selling Skills Assessment Tool™, Leadership Transition Program™, Influence Skills Assessment Tool™, Customer-Focused Selling™, and Multi-Source Development Survey, please give us a call or visit www.predictivesuccess.com

predictive success™

Success Center
310 Byron St. S #1
Whitby, ON L1N 4P8
Office: 905-430-9788
Fax: 905-430-9789

North America Toll Free:
1-855-430-9788

www.predictivesuccess.com

Predictive Success Corporation

Toronto, ON. 647.728.7797	Winnipeg, MB. 204.515.4250
Vancouver, BC. 604-568-3547	Ottawa, ON. 613.667.2223
Edmonton, AB. 780.448.0364	Drummondville, PQ. 819.870.2275
Calgary, AB. 403.450.3404	Moncton, NB. 506.801.9850
Regina, SK. 306.993.0839	Halifax, NS. 902.443.9216
Saskatoon, SK. 306.500.5226	St-John's, NFLD. 709.701.0043

Predictive Success (America) Incorporated

Portland, Maine 207.558.6354	Buffalo, New York 716.328.0678
Seattle, Washington 206.494.9839	Burlington, Vermont 802.923.4000