

Unlock the Science of Successful Leadership

Identify, Promote and Develop
the Right Leaders for the
Right Roles—Every Time.



Leadership Potential Equation™

Are you tired of guessing who your next great leader will be? The **Leadership Potential Equation™ (LPE™)** uses science—not resumes—to accurately identify high-potential leaders today and forecast their success tomorrow.

Unlike traditional methods focused on resumes and current performance, the LPE™ dives deeper, measuring the **Innate Abilities** that truly drive leadership success: cognitive ability, emotional intelligence and motivation.

The LPE™ adds an exclusive dimension, **Growth Trajectory**, predicting which candidates will succeed at higher Role Levels and *when* they'll be ready to step up.

The result? Smarter hiring, stronger promotions, faster development—and fewer costly mis-hires.

With LPE™, select the **Right Leader for the Right Job at the Right Time™!**

Why Talent Leaders Choose LPE™

- Measures current capability and untapped potential
- Forecasts leadership potential over the course of a career in two-year increments
- Predicts changes in cognitive ability over time
- Diagnoses leadership training and development needs
- Supports succession planning and leadership transitions
- Assesses leaders at all levels, from individual contributors to CEOs
- Builds custom leader success models by role
- Adapts to organization's size and complexity



High
Performing
Systems, Inc.

**Ready to Improve Leader Selection Success?
Contact HPS to Learn More**

Visit **www.hpsys.com** or call **800.535.8445**

Why Choose the Leadership Potential Equation™?

PREDICTABILITY

Boost hiring accuracy by 3-7x using validated leadership analytics.

Traditional methods (education, experience, resume reviews, interviews) typically achieve just 10–30% hiring accuracy. That leaves a 70% chance of getting it wrong.

The LPE™ changes the game, applying proprietary assessments to uncover **Innate Abilities** that drive leadership performance. Integrated with your current process, the LPE™ can elevate hiring accuracy to 90% or higher.

Hire right the first time.

CAREER POTENTIAL

Only LPE™ maps a leader's career potential 20+ years into the future, enabling you to build succession pipelines, not just fill today's roles.

Our proprietary **Growth Trajectory** model pinpoints which candidates can rise to higher Role Levels—and when they'll be ready.

For example (Fig. 3), both Candidate A and B can succeed as a supervisor today, but only Candidate A has the potential to lead at the Vice President level successfully in the future.

Accurately identify future potential.

DEVELOPMENT

Leverage LPE™ insights to:

- Diagnose leader strengths and derailment risks
- Create actionable leadership development roadmaps
- Build role-specific success models
- Design targeted talent pools and succession plans at every level

Turn Talent Management into a competitive advantage.

Use Science to Select, Develop & Promote Best-Fit Leaders
Call 800.535.8445 to Get Started

Hiring Accuracy

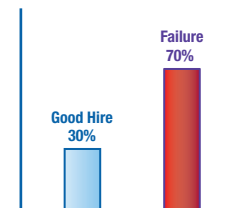


Figure 1: Traditional Hiring, 70% Risk of Failure

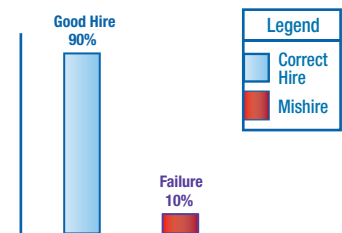


Figure 2: With LPE™, 90% Hiring Accuracy

LPE™ Growth Trajectory

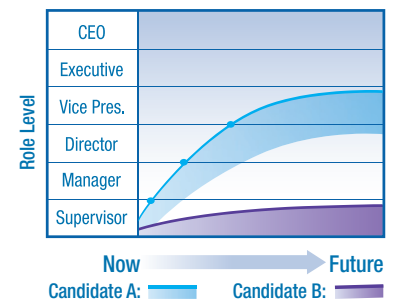


Figure 3: Predict Leadership Growth Over 20 Years

