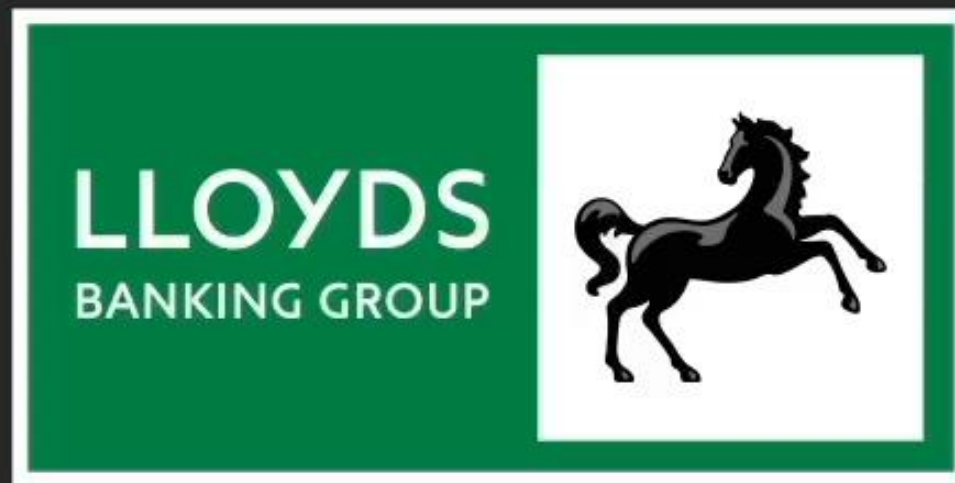




21st Century Human Insight & the death of "assessment" ...

Sept, 2024





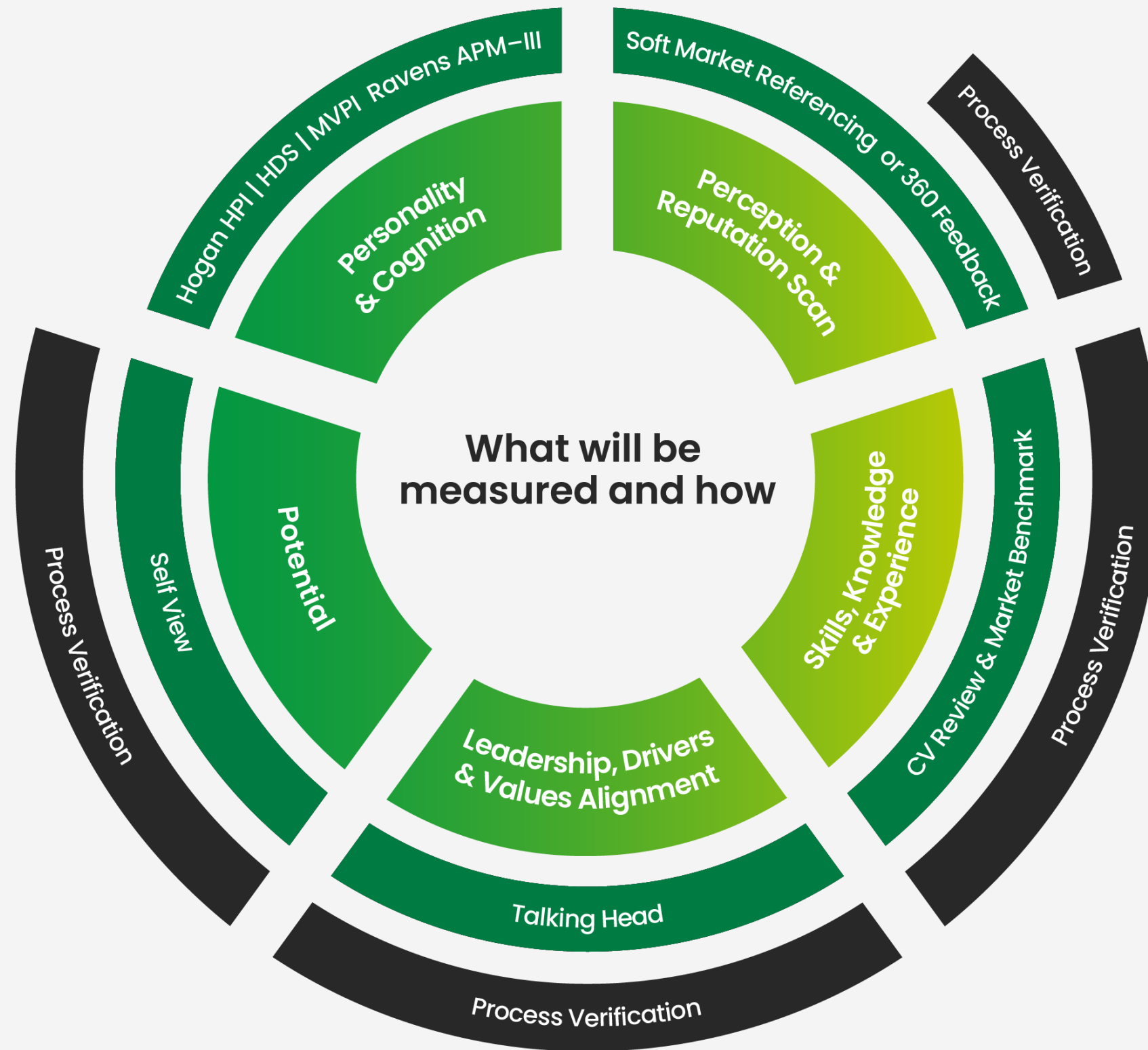
Prescient Executive Promise

Support to have more best days, as we make our transformation happen

It is more important than ever for senior leaders to continuously learn and adapt

Honing and leveraging our unique super-strengths,

Whilst facing into the dark side of our leadership to conscientiously plug gaps



In-depth insights to inform development

Rigorous, multi-source data Executives can draw down, to create rich and meaningful development plans

- Self & stakeholder Insight, anchored in LBG values, 4C leadership benchmarks and our language of potential
- External market perspective of skills/knowledge/experience
- Psychological tools to understand personality & cognition

Steadfast partners

Our in-house team of chartered psychologists will be your steadfast partners at every point of the journey

Through ongoing dialogue, providing deep expertise to help Executives go below the surface and integrate the data

Spotlighting key messages that will make the difference to Executive leadership in the year ahead

Psychologically safe & transparent

Executives will have full access to the data generated as part of their Insights Refresh process, as well as ongoing support of experts throughout to integrate insights into development actions. Executive data will be stored securely in LBG systems and will be retained for no longer than is necessary, in accordance with the Group's Policies and Standards.

Prescient Insights Methodology on one slide...

HARDWARE



Crystallised Knowledge

Fluid Agility

- Relationship to **Control**
- Attitude to **Risk-taking**
- Ability to handle 'Failure'
- **VUCA** response
- Attachment to the 'right way'

default setting

Playbook derived
Build on precedents
Leverage prior learning
Practice makes perfect
Incremental, linear, A-B-C

Bridge-building
Play with diverse perspectives
Balance precedent / innovation

Beyond the rule-book
Set new precedents
Put prior learning to side
Rapid Prototyping
Step-wise, lateral, F-P-Z-S

SOFTWARE



Unique Strengths

Shadow Side

- **USP** vs. Undifferentiated Brand
- Ability to **Influence** & get **Buy-in**
- Attitude toward **Collaboration**
- Preferences regarding **Habitat**
- Talent for **Training & Leading**

social programming

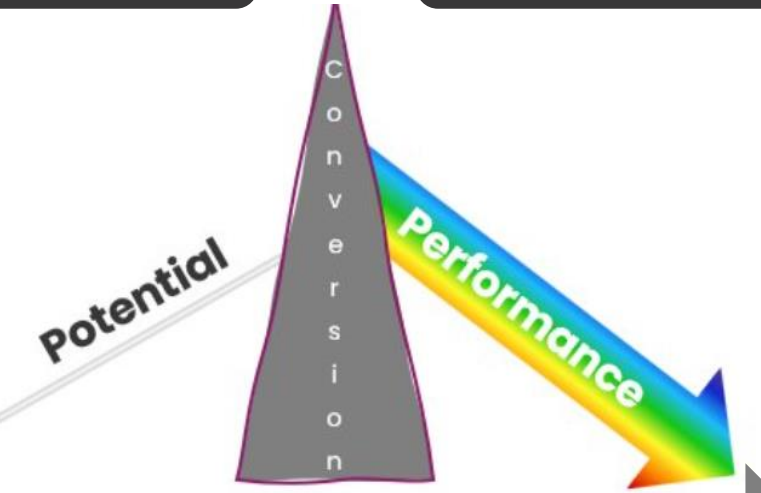
- Personality Dimensions (the big five)
- Flight-Flight-Freeze/Appease stress response
- No right / wrong or perfect profile
- Upside / downsides at either end of scales
- Fairly stable but some changes across career
- Tend toward better regulation over time

X FACTOR



Potential

Context
for what, when, where...



standout qualities that show up

- Triangulate psychometric data with other data sources
 - External CV review of Skills, Knowledge & Experience
 - Self-view using six-lens Potential framework
 - LBG stakeholder feedback / perceptions [360]
 - Talking Head on leadership story, values & motivations
- Identify consistently verified themes / patterns
- Surface contradictions / paradox across data sources
- Reconcile with process data*
- Offer insight-based working hypothesis**
 - Vertical Growth Potential
 - Somewhat underleveraged - intrinsic / extrinsic factors
 - Optimised in role

"objective" (c.153k global norm benchmarks)

Prescient Executive Key Stats

Update communicated monthly

317
SLT Executives in play

87 completed E2E
30 on watchlist*



*non-response and/or non-completion

1005
pre-work
activities
completed





**Cost avoidance vs
outsourced to supplier**

£4.5m
£Xm so far



Anchored in LBG Frameworks

220
f2f
Introductions



**Benchmarked against
6 companies**



23
candidates
seen for
Executive Roles

Saving £Xk so far



Partnering with
Russell Reynolds ASSOCIATES

**for blind CV
review on
Skills,
Knowledge &
Experience**

Prescient Executive Team of:

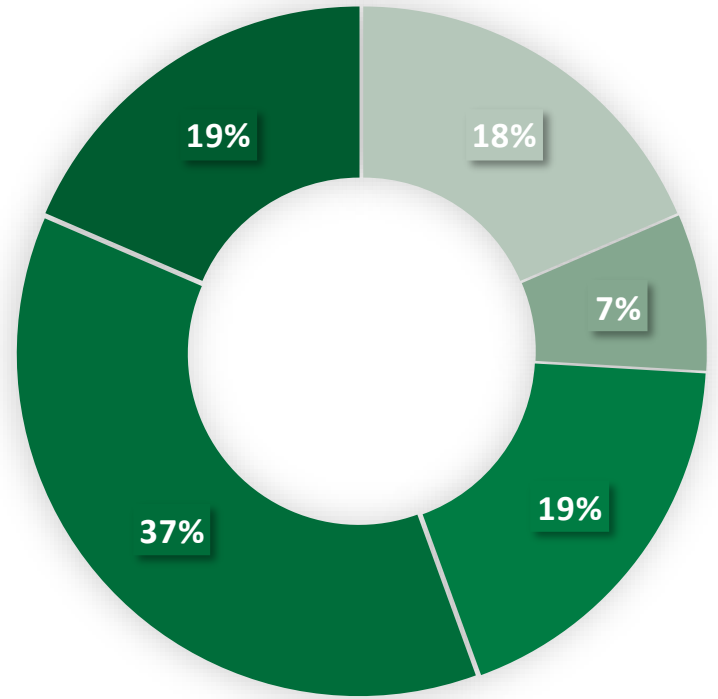
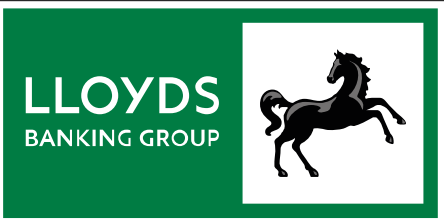
3 FTE



plus p/t temporary external consultants

Our Time Together

Key Takeaways



- **Moving to a multi-method, multi-trait and multi-stakeholder approach**
- **Introducing Prescient methodology that leaves few stones unturned?**
- **In-housing & scaling up a draw-down, self-service model intended to empower**
- **Anchored in deep expertise to safeguard employees and their personal data**

Thank you!

Why

- **Business Rationale**
- **Commercial Case**

UX

- **Look & Feel**
- **Introductory Video**

How

- **Front-loaded prework**
- **Data-led Partnership**

What

- **Positioning**
- **Psychological Contract**

