



## Introducing the Lead<sup>IN</sup><sup>SM</sup> Leadership Assessment Suite

*LeadIN Lets You Take the Lead* When it Comes to Building  
Your Organization's Pipeline of Global, High-potential Talent.

**apt**Metrics<sup>®</sup>  
Global Strategies for Talent Management.

# Lead*i*N<sup>SM</sup>

Recent studies have shown that a significant number of global organizations lack the necessary talent for critical leadership positions. When combined with increasing globalization and unparalleled demographic shifts in the workforce, organizations are left with a complex leadership landscape that is hard to navigate. To succeed in the global race for talent, organizations must cultivate a robust pipeline of diverse candidates for their senior-level roles.

That is where the Lead*i*N Leadership Assessment Suite can help.

We've merged our strength in executive assessment and diversity measurement to create this suite of Web-based, executive and manager evaluation tools. Lead*i*N's realistic business simulations measure potential, readiness and fit for leadership roles, and provide input for professional development that is inclusive, fair, efficient and legally defensible.

Powered by our award-winning selection system, Selection*Metrics*<sup>®</sup>, each simulation in the Lead*i*N suite engages participants in realistic business environments with video-based, first-person interactions, emails, voicemails, and industry and analyst reports.



*Participants experience a realistic "day in the life" guided, in part, by an assistant.*

While participants are being guided through the assessment, they are solving business-related problems and handling complex situations. The decisions they make and the responses they choose measure their capability for leadership roles.

## **About SelectionMetrics**

Our Web-based selection system, *SelectionMetrics*, integrates our measurement expertise with the latest multi-media, video and computer technology to realistically simulate work settings for job candidates and directly produces actionable feedback. This approach aids in the identification of the best candidates and reduces training time, recruitment costs and turnover.

We design and implement employment testing systems that cover a full range of jobs at all organizational levels. Whether our clients need to select against current or future skill requirements for specific jobs or for entire business units, we help them by developing validated and legally defensible assessment measures that result in efficient and sound selection decisions.

## **About APTMetrics, Inc.**

*APTMetrics* is the only human resource consultancy that builds world-class talent solutions and is nationally recognized for its employment litigation support services. This combination ensures that the talent management programs we deliver to our clients are inclusive, fair, valid and legally defensible.

Since 1995, the Fortune® 100 and other organizations around the world have trusted *APTMetrics* to deliver unparalleled service in the areas of: job analysis and competency modeling; selection; litigation support; performance management; staffing for mergers and acquisitions; leadership assessment, development and coaching; 360-degree feedback; organizational surveys; and diversity measurement.





*APTMetrics* is certified by the Women's Business Enterprise National Council.

## Lead/N's Extraordinary Benefits:

- Ensures a robust and diverse pipeline of leadership talent
- Acts as a highly efficient and cost-effective alternative to a live assessment center
- Challenges participants with business situations faced by global managers and executives

LeadIn Demo Assessment

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Resources:  About GXR  Email Inbox  Deliveries  Voicemail

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3) What is your BEST response to John?

A "I didn't realize they were that unresponsive; tell me more."

B "How many times did you ask them for information?"

C "I understand, but ultimately, we're the ones who look bad."

D "You're blaming the customer; that's not acceptable."

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[← PREVIOUS](#) [Exit](#) Working on Question 3 of 8 [NEXT →](#)

*Each item in the assessment is presented in a clean and clear format and offers the participant access to reports, voicemails and charts needed to render a business judgment.*

We've developed two versions of Lead/N—the Mid-level Manager and Executive-level assessments. Participants are evaluated on their reactions to the following challenges.

### Mid-level Manager Challenges

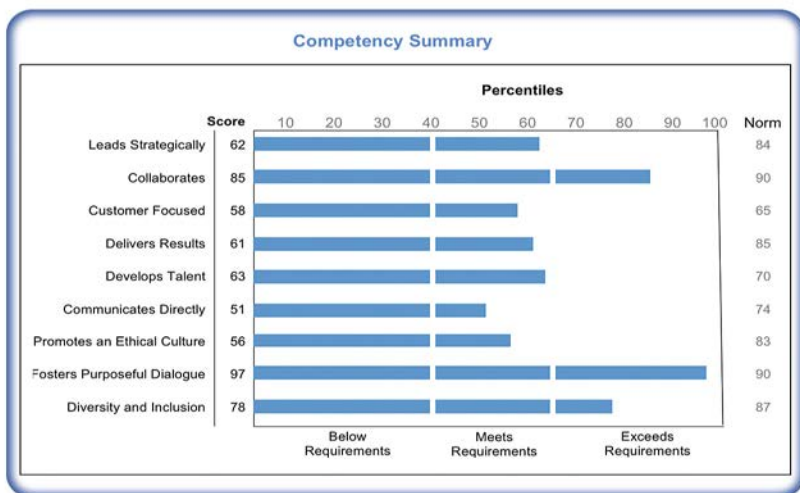
Participants manage the profit and loss of a major product line and make strategic decisions based on organizational and market dynamics. They have a team of direct reports to help and occasionally challenge their leadership abilities.

### Executive-level Challenges

As the top-level executive of a division within a multinational organization, the participant will take over the reins of a division and guide it through a series of operational and strategic challenges, while handling the dynamics of a driven and volatile senior management team.

## Lead/IN's Key Features:

- Measures competencies associated with successful managers or executives
- Facilitates an effortless combination of Lead/IN data with other assessments (e.g., psychometric instruments, 360)
- Provides detailed feedback reports for selection and succession planning decisions as well as participant development



*Rigorously developed items and scenarios deliver accurate assessments of the participant's capability to deal successfully with business issues including strategic, talent and cultural challenges.*

The Lead/IN Leadership Assessment Suite presents a tremendous opportunity for organizations of any size that want to *take the lead* when it comes to building a robust pipeline of global, high-potential talent.

For more information on how Lead/IN can help your organization, visit our Website at [www.APTMetrics.com](http://www.APTMetrics.com) or email [info@APTMetrics.com](mailto:info@APTMetrics.com).

APT*Metrics* has regional offices in the New York-, Chicago- and Atlanta-metropolitan areas, with satellite offices across the United States and Canada. We maintain a global presence and reach through our strategic partners:

- South America: Paulet Enterprises
- United Kingdom: Kiddy & Partners
- Europe: Papilio
- Middle East: Innovative HR Solutions
- Asia-Pacific: Human-Scope

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