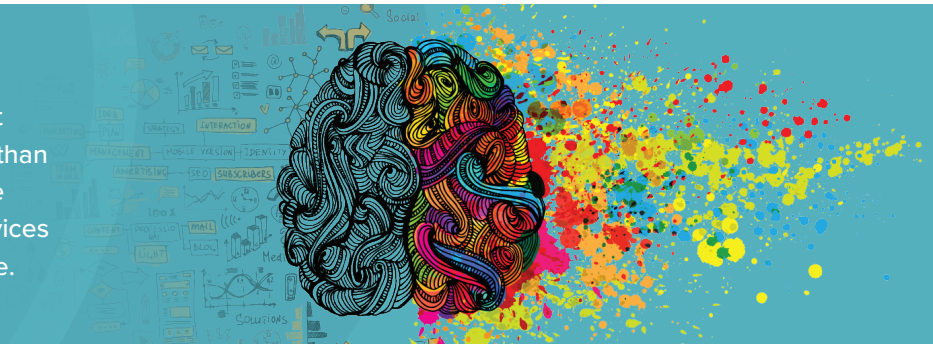
OVERVIEW OF SERVICES

Global experts at combining the science of assessments with the art of developing people

CDR Companies, LLC is a globally recognized assessment, leadership development, and talent management firm. CDR Companies digs deeper than others to reveal one's true talent. From executive coaching to employee selection, we provide services that wrap around all areas of human performance.



TRUE TALENT PROFILE™

Developing and coaching high-talent leaders and teams requires accurate, concrete, and business-oriented information about each individual's character, inherent risk factors, and motivational drivers. This profile is a rigorously validated proprietary tool that reveals clear and candid insight for each individual in multiple areas to provide a more clear-cut path to leveraging strengths.

360° LEADER SCAN™

CDR's robust online 360° tool features over 80 detailed items within 12 distinctive leader competency categories. The feedback is collected from all input providers for up to 15 leader performance and development perspectives. Combining narrative and statistical data, this tool provides straight-forward results managers can use to develop impactful action plans.

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DEVELOPMENT

- **EXECUTIVE & LEADERSHIP COACHING:** Provides a one-on-one deep dive into an individual's assessment data. Includes an action plan to produce sustainable results.
- **True Talent Coach™:** Provides personalized coaching feedback and developmental insights based on individual assessment results. An A/I type coaching experience using avatar technology. Scalable, digital solution to reach all levels of employees.
- **STRATEGIC LEADERSHIP TEAM DEVELOPMENT:** Customized team development program based on individual data, business strategies, values, and vision. Our approach enables teams to leverage their diverse talents to achieve new levels of success.
- **AUTHENTIC LEADERSHIP WORKSHOPS:** Provides a custom designed program based on the assessment profiles of participants, equipping leaders to leverage strengths, minimize their risks, and honor their intrinsic motivational needs.
- **COACHES CERTIFICATION:** Delivers CDR's proven methodology in a two-day certification workshop designed for both internal and external consultants and includes a post-workshop review with a CDR Instructor.

TALENT MANAGEMENT

- **SELECTION SCREENING:** Assesses job applicants' innate characteristics to be successful in specific positions. Our assessments are scientifically validated based on actual job performance and can be used for all jobs.
- **INTERVIEW REPORT:** Provides hiring managers and executive coaches with interview questions based on a candidate's assessment scores and how their character may manifest in different roles.
- **EXECUTIVE TEAM PERFORMANCE FORECAST:** Predicts an executive team's propensity to execute business strategy. Examines the balance and sufficiency of the team by analyzing individual profiles and essential competencies to reach business goals.
- **SUCCESSION PLANNING:** Creates a process to objectively identify and develop talent from within to enhance best-fit placement, retention, loyalty, competitive position, and the rapidly changing future needs of a business.
- **HUMAN CAPITAL & LEADERSHIP CAPABILITY RESEARCH:** Answers critical human capital management and talent development questions about talent capacity, blind spots, talent gaps, cultural distinctions, performance potential, risk factors, and more.
- **SELECTION TRAINING FOR HIRING MANAGERS:** Trains hiring managers to utilize the True Talent Inventory ™ for selection screening.