

Consistent with SIGMA's ongoing commitment to developing leading solutions that maximize client value, we are pleased to announce some upcoming enhancements to our Leadership Skills Profile (LSP):

### 1) The LSP is now Customizable

SIGMA puts you in the driver's seat and delivers a tailored solution that allows you to align the LSP with your specific organizational requirements. This **cost-effective customization of the LSP** delivers the power and control to:

- Leverage organizational expertise to develop benchmarks for success in each unique management role
- Customize the scoring of the LSP to reflect the specific requirements of each management role
- Position management candidates for success by determining "best fit" between candidate and role
- Identify development opportunities early in the career of new managers and leaders

### 2) Continuing to Optimize

- The narrative text delivered in the LSP has been refined. It delivers an excellent balance between clarity, candor, and sensitivity
- As part of our commitment to continued product improvement, we have made some optimizations to the scoring of all scales in the LSP to enhance the prediction of performance outcomes

### 3) Integrated Leadership Solution

The construction of the LSP leverages decades of research in personality and job performance. The 42 performance outcomes predicted by the LSP provide a robust model of leadership that SIGMA will continue to build upon as we:

- Release a compelling leadership development version of the Leadership Skills Profile for leadership coaching
- More closely align our powerful and convenient SigmaRADIUS 360 degree feedback tool with the LSP. This will serve as a seamless means for collecting other's perceptions on leadership performance, and may be used for leadership development or performance appraisal

The next few months will be an exciting time, as we make significant advances toward providing you with a comprehensive and integrated leadership solution that offers the most compelling value proposition in the industry.

We welcome the opportunity to discuss these changes with you. Please call Glen Harrison, Director of Business Development at 1-800-265-1285 ext. 233 to learn more about how we can customize our leadership solution to suit your needs.