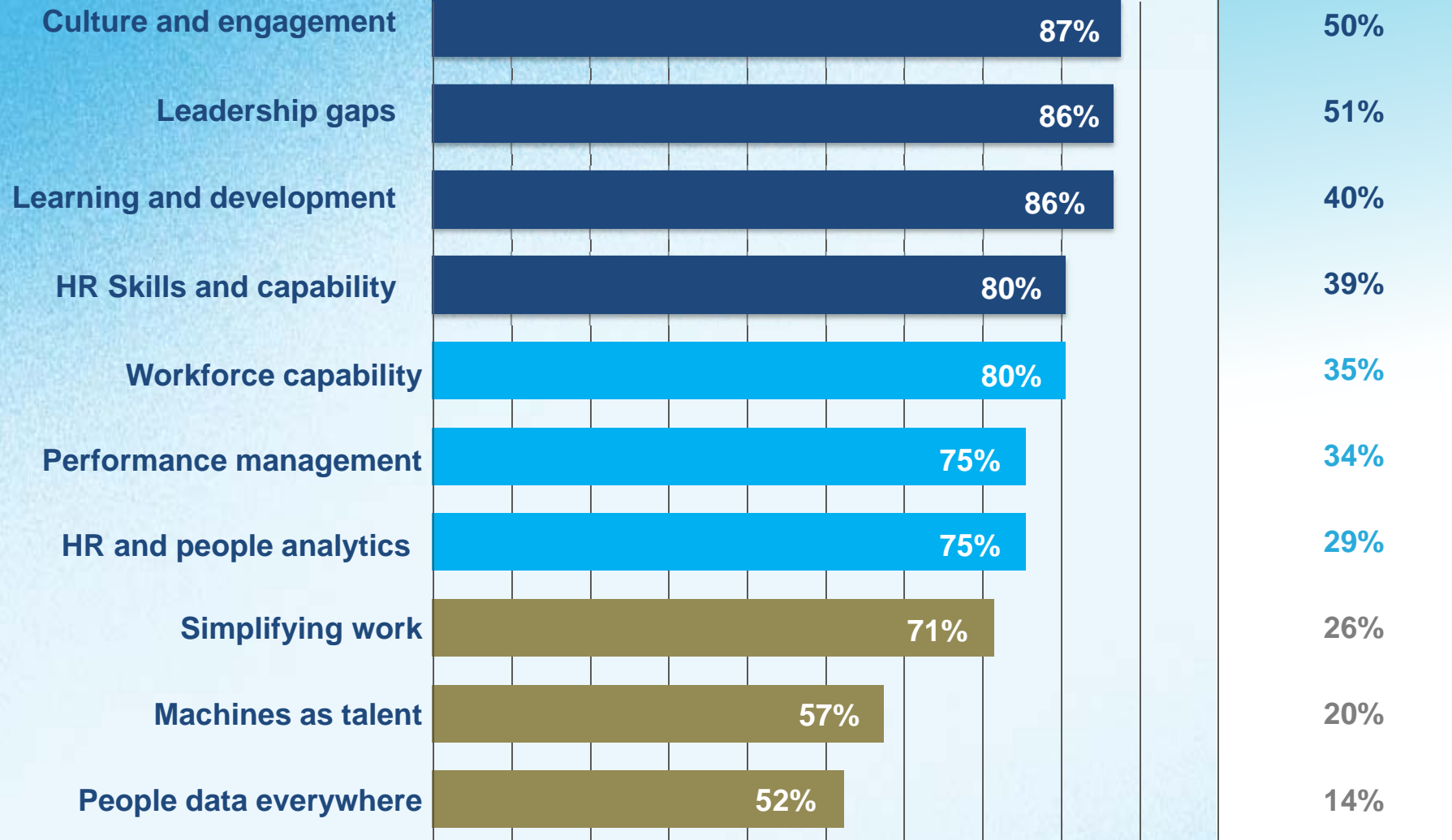


Global Trends and the Importance of Personality

Jeff Hayes
President and CEO
CPP, Inc.

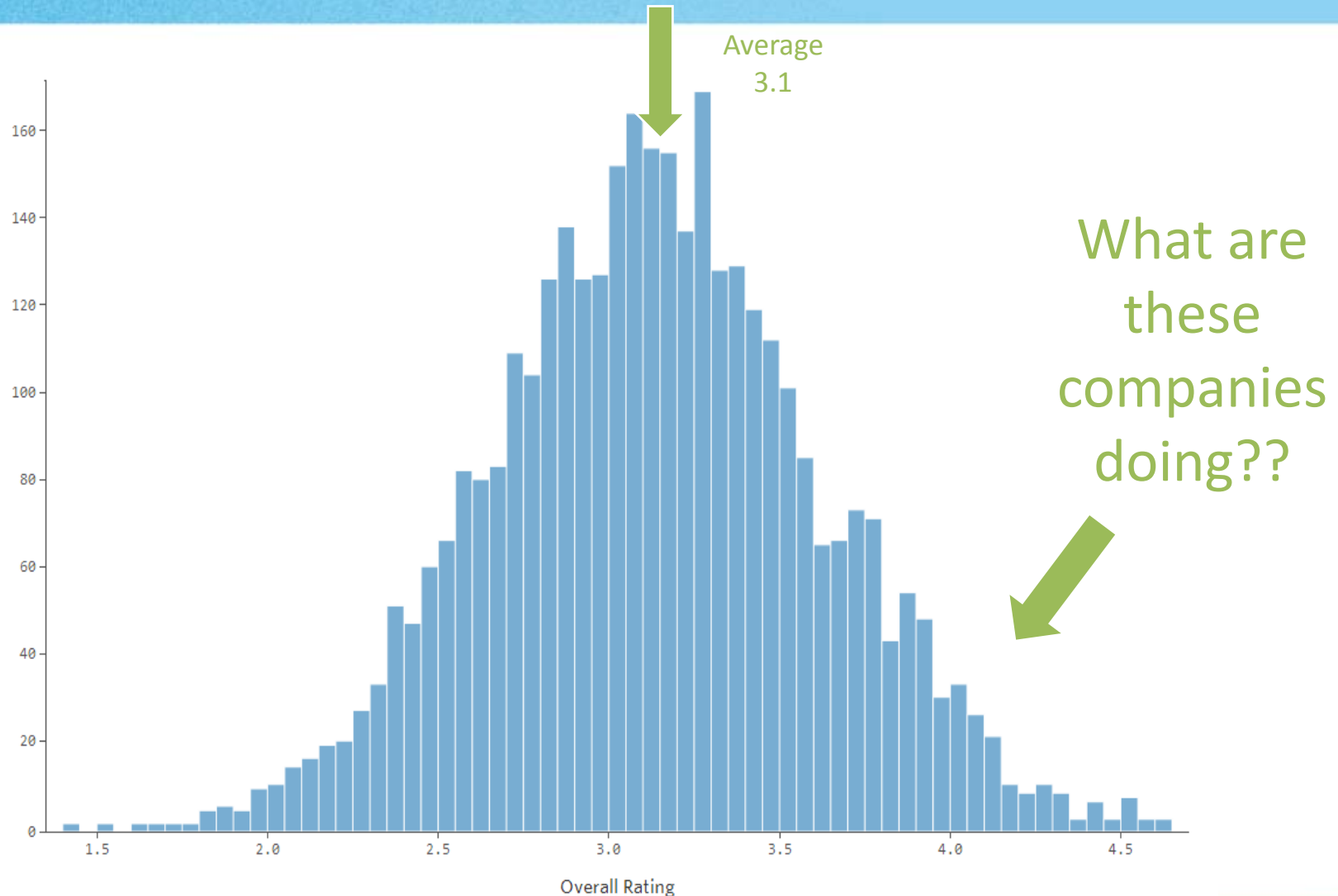
Top Business and HR Trends

Deloitte Human Capital Trends- Culture is #1



Engagement is tougher than you think

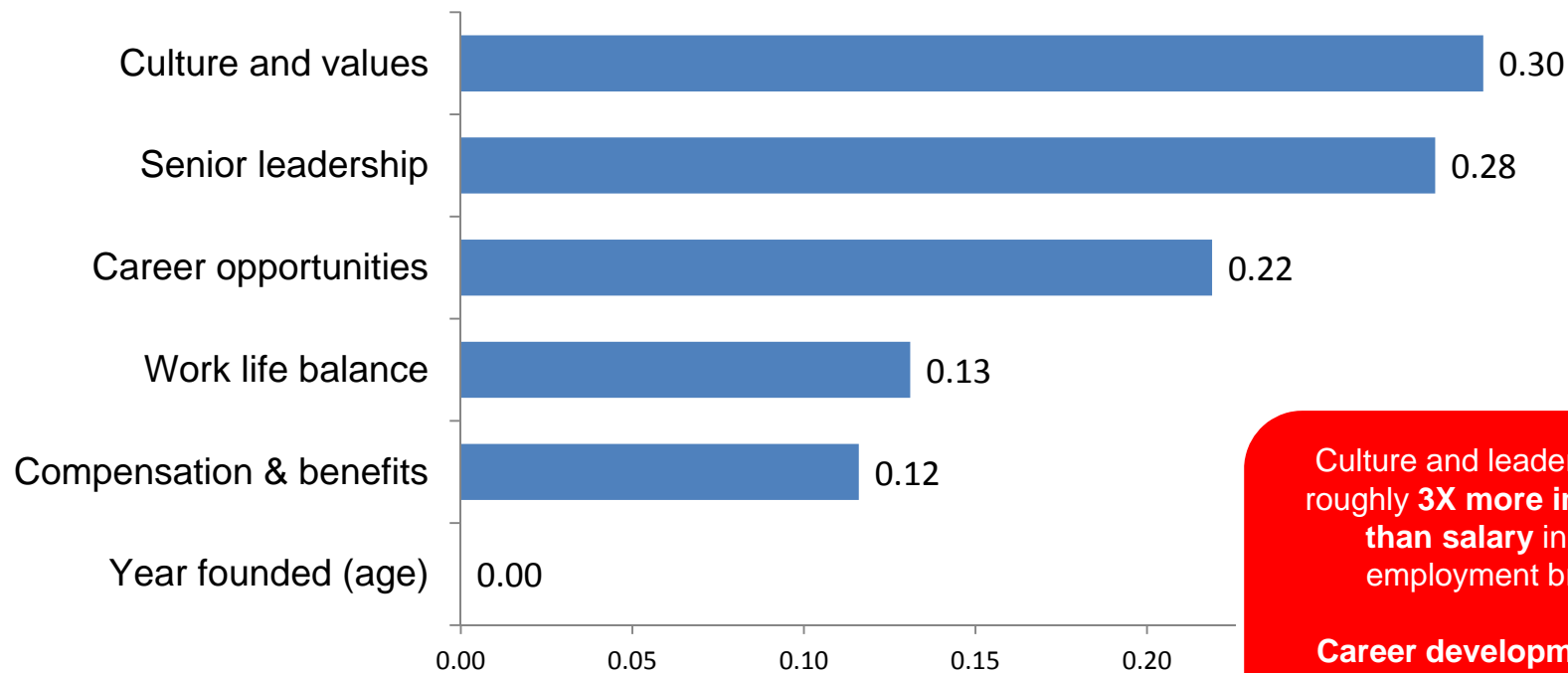
How are we doing? It's tough.



Culture, Value, Leadership, and Career (The Big Four)

The issues that matter to employees

Correlation of Employment Factors to Glassdoor Recommendations as Place to Work



Culture and leadership are roughly **3X more important than salary** in your employment brand.

Career development and learning are almost **2X more important** than environment.

LEADERSHIP

Why a perennial issue?

86%

see leadership shortfalls as a top-3 issue

Treat as short-term training instead of a strategic initiative

Need to focus on **developing leaders at all levels**

Leadership “capabilities” in 2015 are no higher than in 2014, despite the fact that this was the #1 issue in 2014.

Leadership spending increased by 14% in 2014 with no real impact on results.

Only 6% rate themselves excellent in developing Millennial leaders and 66% rate themselves “weak”

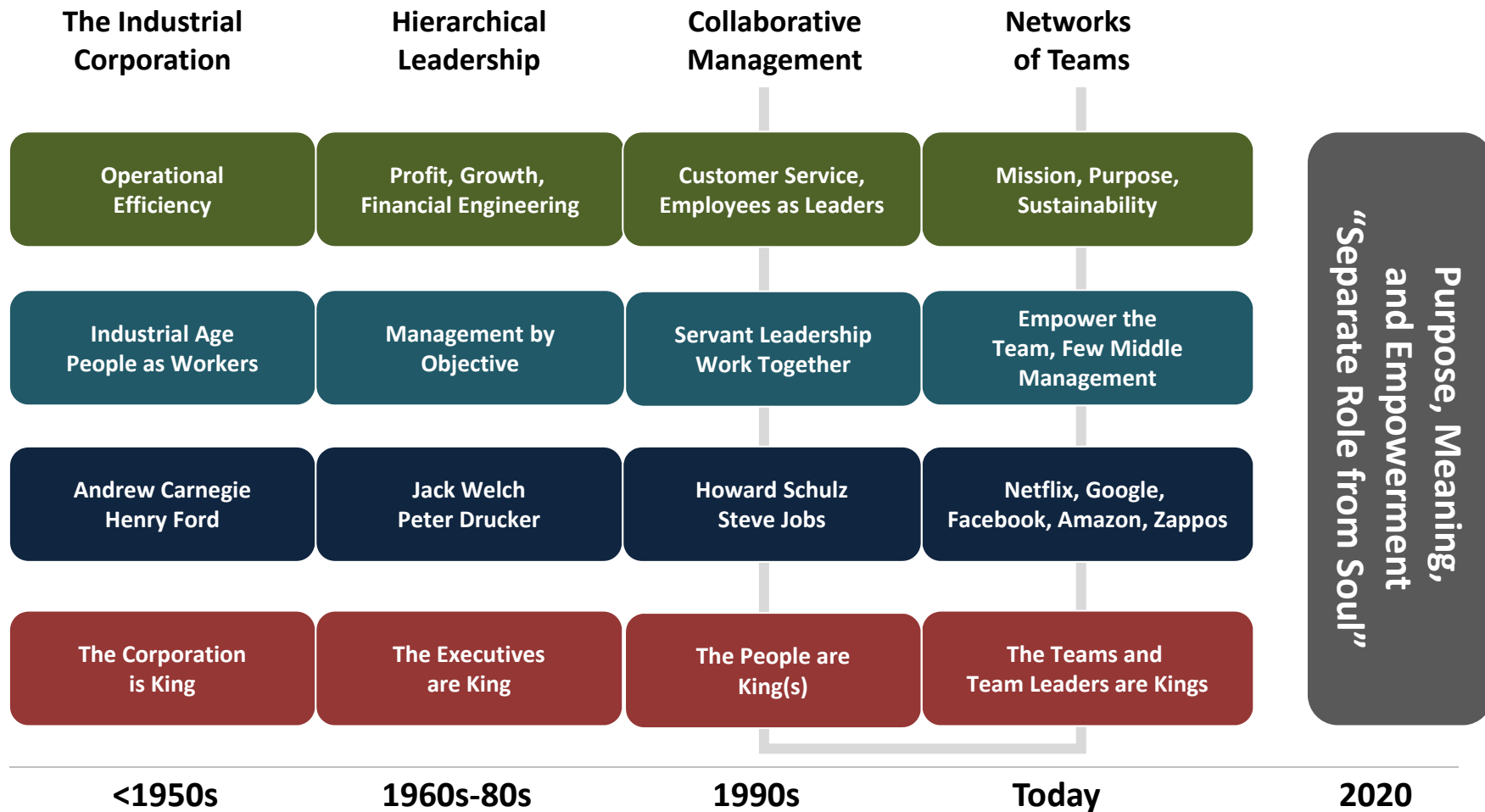
Only 8% feel strong in developing global leaders and 57% feel weak



Evolution of Management Thinking

We Need New Model for Leadership

We are Here



Into the Spotlight

#3 Learning

84%
see L&D as
a top-3 issue;
up from
#8 last year

**Skill
shortage**
is holding
back strategy
execution

Need to
**reinvent
the learning
experience**

Learning moved from #8 to #3
in priority this year.

The capability gap tripled from
2014 to 2015.

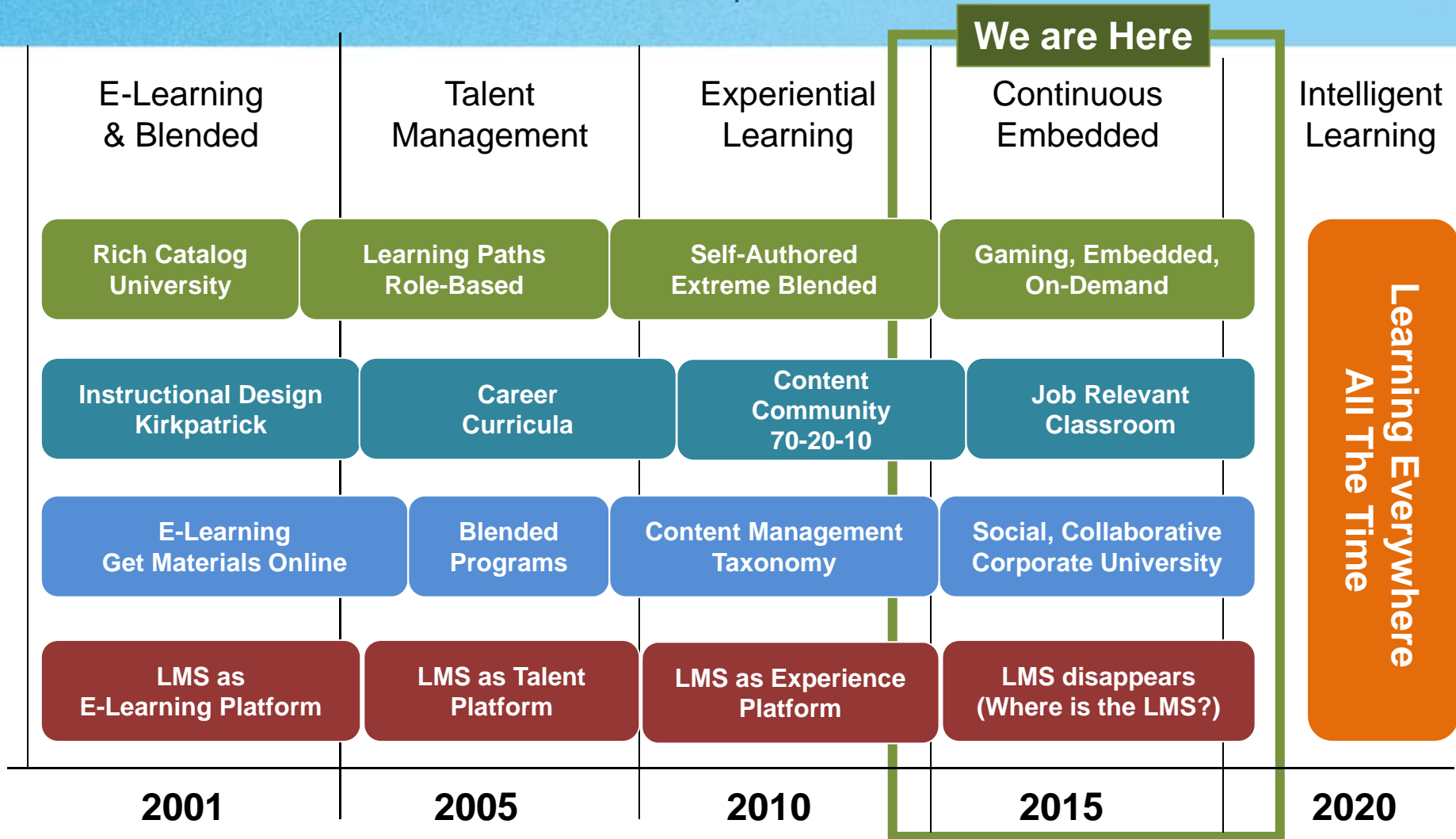
Only 24% feel capable of
using advanced media in
learning (76% are weak)

30% now feel they have
capability to use MOOCs, yet
only 12% feel they have
mastered L&D operations



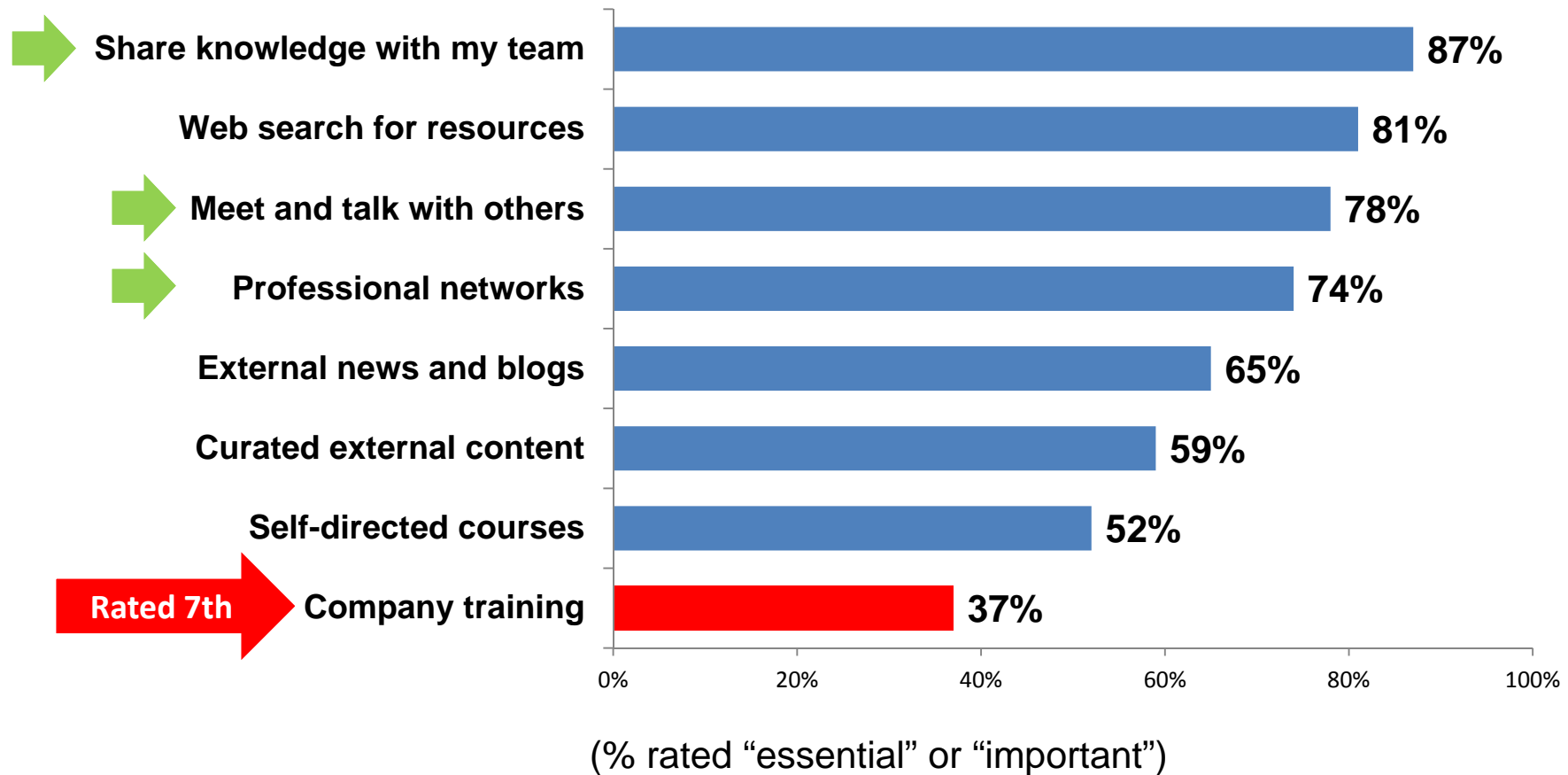
Evolution of Corporate L&D

From Content-Centric to Continuous and Experience-Centric



What do most people want? It's not training

Training is the *least desirable* way people want to learn



The Importance of Personality

- ◆ Opportunities & Challenges
- ◆ Personality models, such as the MBTI[®], provide practitioners and end users with a language and insights to successfully navigate these.
- ◆ Today we will hear from practitioners who have devised innovative solutions using the MBTI[®] instrument to develop individuals, teams and organisations.

The image features a white background with decorative geometric shapes in the corners. In the top right, there is a blue triangle pointing downwards and a light blue triangle pointing upwards. In the bottom right, there is a green triangle pointing upwards and a light green triangle pointing downwards. The text "Thank You" is centered in the middle of the page.

Thank You