

It's Time for a Better Executive Assessment The Value Creation Forecast[®]

Typical off-the-shelf executive assessments are incomplete, offering boards and investors a static prediction of a candidate's likelihood of success in the role based on an existing dataset or historical benchmarks.



FMG Leading offers executives across a range of industries a more strategic approach to selecting and managing C-suite talent at both the individual and executive team level. Beyond just a letter grade or percentage score, the Value Creation Forecast[®] provides context-driven predictions of value creation accelerators and barriers. The assessment answers the question most important to investors: *“how do we accelerate returns and mitigate leadership risks?”*

There Are Two Primary Problems With Typical Assessments:

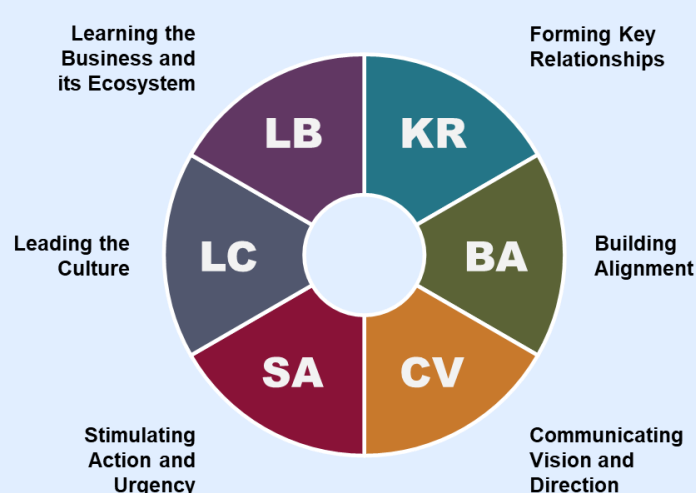
- Every organization faces unique challenges. The operating environment's context, culture, and strategy determines how executives must operate. Traditional assessments fail to consider the uniqueness of every enterprise and the business contexts that affect executive performance.
- A prediction of a “86% likelihood of success in the role” or a “letter grade” (ala “B+”) offers no insight to investors about how to maximize their investment in the executive, support their success, or build an effective team around them.

Case Study

During a CEO search for a newly acquired company, leaders at a mid-market private equity firm decided they needed a better leadership assessment. They had recently been introduced to FMG Leading's **Value Creation Forecast[®]** and its deeper insight into a candidates' potential. The FMG Leading team examined how their candidates might perform in the face of existing and future challenges specific to the business. The process also included customized recommendations on how the PE leaders could best work with candidates to meet their growth goals.

The **Value Creation Forecast[®]** helped the PE leaders select a new CEO, along with two other leaders who complemented the CEO's style and filled gaps in her experience. Two years later, the company has beaten its revenue goal by more than 85% and the PE firm has made the **Value Creation Forecast[®]** a standard element in its post-acquisition playbook.

What is the Value Creation Forecast[®]?



The **Value Creation Forecast[®]** is a next-generation executive assessment designed by the human capital strategy experts at FMG Leading to better support high-stakes executive searches for private equity portfolio companies. Each assessment is built with deep understanding of the client context: the investment thesis, organizational culture, strategy, objectives, and a range of scenarios all inform the creation of a detailed role profile with performance benchmarks.

The **Value Creation Forecast[®]** weighs how individual candidates would fare with real-world value creation challenges, highlighting unknowns that pose tremendous risk. What's more, it offers tactical recommendations on how to augment and improve the capabilities of prospective leaders. This 'user guide' supports executives and teams tasked with leading rapid change, driving growth strategy and delivering world-class results. And it helps investors speed and smooth their way to profitable exits by effectively managing and de-risking their investments in top talent.

