DDI

Identify Digital Leadership Sooner

The data you need to identify and select leaders capable of supporting and leading digital transformation.

SOLUTION

Digital Leadership Quotient (DLQ) Inventory

YOUR VALUE:

Get high-value leadership insights needed to make talent and business decisions relative to your organization's digital transformation.

VALUE TO LEADERS:

Leaders receive a realistic preview of the challenges faced by organizations undergoing digital transformation and gain insights into their digital leadership strengths and gaps necessary to plan for development and career growth.

WITH DIGITAL LEADERSHIP QUOTIENT INVENTORY, YOU CAN:

Reduce Bias

Gain better insights with data that is predictive of digital leadership skills and potential needed to successfully drive transformation

Make Better Decisions

Use objective data to put the right people into the right roles. Plus, you'll know how to help and develop them.

Accelerate Development

Leverage data and insights on digital leadership strengths and gaps to accelerate development and contribution from leaders. Bear in mind that less than one third of ASEAN leaders feel confident and prepared to support their organizations in driving digital change.

Improve Bench Strength

Increase engagement and retention of key change agents by acknowledging their value and giving them necessary skills that will enable them to line up both the technology and people resources they'll need to make transformation a success.

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DDI

SOLUTION AT A GLANCE

Target Audience

Applicable to all levels of leaders in departments or groups who are undergoing or preparing for digital transformation.

Application

- To assess the organization's leadership readiness to drive digital transformation
- To select and recruit members of the organization's digital pioneer force.
- To diagnose development needs of digital leaders.

Realistic Leadership Situations

The DLQ is a Situational Judgement Inventory that presents test-takers with realistic, hypothetical scenarios of an organization undergoing digital transformation under complex, highly unpredictable, and fast changing internal and external environments.
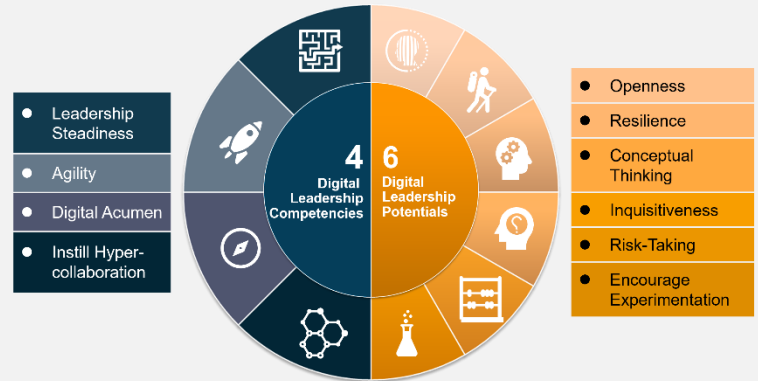
Powerful Insight

Provides insights on digital leadership readiness at individual and group levels, enabling organizations to identify and select leaders capable of supporting and leading digital transformation

Research-Based

Based on DDI's Digital Leadership Model comprising key competencies and hard to develop potential factors predictive of leadership success under digital business environments.

Key Competencies and "hard to develop" Potential Factors in DDI's Digital Leadership Model

- Leadership Steadiness
- Agility
- Digital Acumen
- Instill Hyper-collaboration

4 Digital Leadership Competencies **6** Digital Leadership Potentials

- Openness
- Resilience
- Conceptual Thinking
- Inquisitiveness
- Risk-Taking
- Encourage Experimentation

HOW IT WORKS

1

Participants complete the assessment in less than 60 minutes.

2

Participants receive an easy to interpret individual report to enhance self-awareness and to prepare for discussion with their manager on individual development plans and career trajectory.

3

HR leaders and key stakeholders receive aggregate data on current leadership readiness and gaps for driving digital transformation.

4

Review aggregate reports with a DDI consultant to identify areas of leadership strengths or gaps, to make selection and placement decisions, and determine strategies for accelerating digital leadership capabilities within the organization.

Skills & Personality

Essential components of both skills and personality are measured to assess Digital Leadership Quotient.

Skills

- Leadership Steadiness
- Agility
- Digital Acumen
- Instill Hyper Collaboration

Potential

- Openness
- Resilience
- Conceptual Thinking
- Inquisitiveness
- Risk Taking
- Encourage Experimentation

Ready to learn more?
Visit us online: www.ddiworld.com/ASEAN
Email: info.asean@ddiworld.com or contact your DDI representative for next steps.