

Consistent with SIGMA's commitment to maximize client value and satisfaction, we are pleased to announce the release of SigmaRADIUS Version 2.0. Enhancements to SIGMA's 360 degree feedback tool include:

1) Greater alignment with the Leadership Skills Profile (LSP)

SigmaRADIUS Version 2.0 allows you to include 360 degree feedback in your leadership selection and development initiatives. The powerful and convenient SigmaRADIUS is now aligned with the Leadership Skills Profile (LSP), a personality based leadership assessment that provides Selection and/or Development Reports, offering an integrated leadership solution. Combining these complementary tools makes it possible to:

- *Align* SigmaRADIUS and LSP results to better understand how to develop key leadership competencies specific to your organization
- *Position* management candidates for success based on specific benchmarks in each unique role
- *Identify* development opportunities early in the careers of new managers and provide ongoing feedback to high potentials
- *Enhance* current leadership development, coaching, and succession planning processes

Specific modifications to SigmaRADIUS include:

- Several existing SigmaRADIUS behaviors and items have been adapted to better reflect LSP dimensions
- The number of SigmaRADIUS behaviors has been reduced from 46 to 42
- Addition of Organizational Spokesperson dimension
- Updated resources and suggested readings to help guide the 360 degree feedback process
- Improved presentation of results by displaying the target's strongest performance behaviors first, allowing easy comparison with LSP results

2) Continuing to Optimize

You can now receive a complimentary LSP Development Report with every SigmaRADIUS report purchased. Receive twice the value with two comprehensive reports that provide helpful development advice and specific action steps, in addition to 360 degree performance ratings.

To help interpret the results from these two complementary products, SIGMA has created the LSP-360 Development Guide, an exciting resource that provides the tools and techniques to integrate 360 degree ratings with LSP results to create a personal development plan.

We welcome the opportunity to discuss our leadership products and services with you. Contact Glen Harrison, Director of Business Development, 1-800-265-1285 ext. 233 to learn more and discover how SigmaRADIUS can help your organization reach its leadership potential.