



excelledia®

TOOLS AND TRAINING FOR BUSINESS CONSULTANTS



The IMX ADVanced Insights Profile combines the best of three world-class profiles. The Attribute Index measures WHAT natural talents a person has, based on how they think and make decisions. The Values Index measures WHY a person is motivated to use their talents, based on motivational drivers. And, the DISC Index measures HOW a person prefers to use their talents, based on the natural behavioral style.

Together they create the WHAT, WHY and HOW of human performance; What natural talents do you have, Why are you motivated to use them and How do you prefer to use them.

This is the most comprehensive psychometric battery on the market today, and puts you in the position to provide greater value to your clients than any other profile on the globe.

A high level of self-awareness and discovery are the core to achieving peak performance in any role or endeavor, and to ensure that you properly align what you do best with how you do it and why.



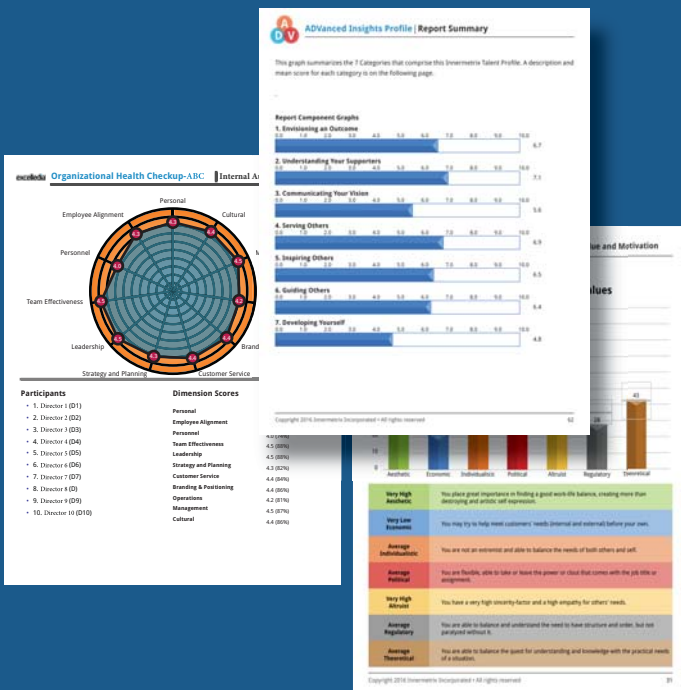
ADVANCED INSIGHTS PROFILE

USED BY CONSULTANTS FOR:

How you think and make decisions

Your motivational style and drivers

Your preferred behavioral style



“Our use of the ADVanced Insights helped us not only understand how we should value a potential acquisition team, but also how acquiring them would effect our own leadership team”

Steve Kana – Shareholder

The Attribute Index is a revolutionary profile for consultants to measure organizational skills and competencies and to increase individual and team efficiency and effectiveness.

Built specifically for the business environment, and to be easy to use by any manager, the Attribute Index assesses an individual's cognitive style (i.e., how they think).

Our Founder, Jay Niblick, built this profile based on the groundbreaking work of Dr. Robert S. Hartman (Yale/MIT). The profile is a uniquely powerful way of quantifying an individual's ability in 80+ business related areas.

Over 30 validation studies make the Attribute Index one of the most powerful and reliable profiles on the market today.

Used by over 600,000 people in over 31 countries, the Attribute Index can help in finding, developing and keeping the very best talent.



ATTRIBUTE INDEX PROFILE

USED BY CONSULTANTS FOR:

- Individual assessments
- Individual effectiveness
- Competency mapping
- Training needs analysis
- Coaching
- Goal setting

“I was amazed at the insight Innermetrix delivered in such a short assessment process. I feel it was right on in its assessment of our leadership strengths and weaknesses.”

Judi Keller -VP Academics



The DISC Index is the most contemporary interpretation of Dr. William Marston's groundbreaking work into understanding and measuring a person's natural behavioral style as constructed by Jay Niblick, Founder and CEO of Innermetrix Inc.

Understanding individual behavioral preferences and habits is crucial when working with team members, as a leader or a manager of several people, or in an environment that requires conflict resolution. The DISC Index can be used in a variety of situations, such as selection and hiring, succession planning and team development.

The DISC Index profile is unique in that it:

- has the **highest** validity and reliability scores on the market today
- was the first behavioral instrument to produce zero waste by ranking all words, not just half
- uses a **one-of-a-kind** click and drag interface for significantly greater accuracy and ease-of-use
- contains the **most current** instrument items for increased accuracy and reliability



DISC INDEX PROFILE

USED BY CONSULTANTS FOR:

- Selection and hiring
- Succession planning
- Team development
- Organizational behaviour
- Training



“The IMX process showed us how undefined our understanding was of the total assets we had within our own sales department. This was instrumental in developing a plan to maximize performance and meet our objectives”

David Burns
Director of Management Development

Jay Niblick combined the works of Drs. Spranger and Allport to create the Values Index, the most powerful motivations profile on the market today.

This kind of information is vital when it comes to motivating employees, making hiring and selection decisions, understanding performance issues or any situation that requires understanding what drives, motivates and inspires an individual.

Understanding WHY someone does what they do is the key to understanding how to get them engaged with work and in an environment that will lead to the most passion.

The Values Index profile is unique in that it:

- has the highest validity and reliability scores on the market today
- was the first values instrument to examine seven separate dimensions of motivation
- was the first click and drag values instrument interface on the market today
- contains the most current instrument items for increased accuracy and reliability



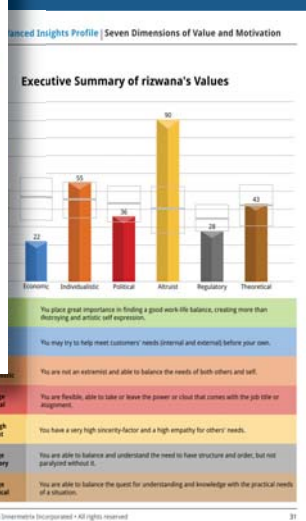
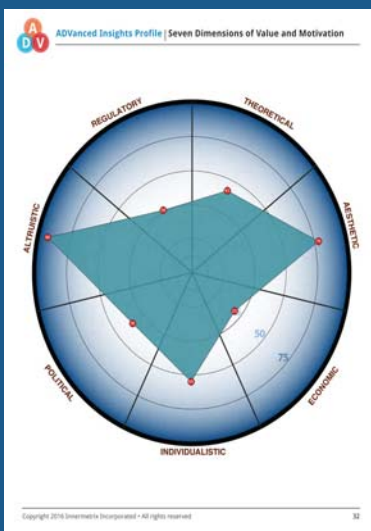
VALUES INDEX PROFILE

USED BY CONSULTANTS FOR:

- Individual assessments
- Recruitment & Retention
- Rewards & Recognition
- Career Counselling
- Organizational Culture
- Employee Engagement

“I have worked in this industry for over 25 years and I have never seen such an effective, in-depth process that can change the way you manage your business in such a significant way.”

Dr. Joyce Knudsen - President



The Innermetrix team developed the Organizational Health Checkup to investigate 55 areas necessary for optimum performance of any business. The study also determines the extent of workforce alignment with your company's objectives and culture. The results of the Organizational Health Checkup will identify the major areas to be targeted for improvement and reinforcement.

Your business health and workforce alignment scores, with accurate results in 11 different key performance areas, will enable you to develop a long-term plan for business improvement with sustainable growth.

Having this level of holistic understanding for the overall health of your organization will allow you to positively identify problems more efficiently, and maximize existing high-performing business segments more effectively.

The OHC profile indicates the degree of current and future business health and sustainability.



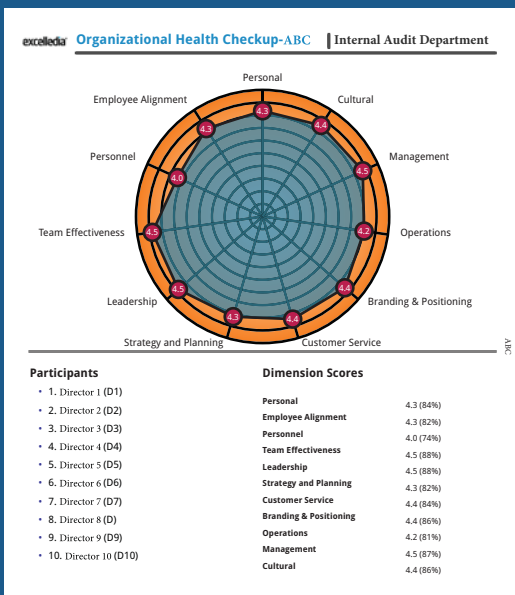
ORGANIZATIONAL HEALTH CHECKUP

USED BY CONSULTANTS FOR:

Holistic business overview

Business improvement

Long-term growth assessment



“The Health checkup was instrumental in helping to identify a significant area of need that was causing underperformance. In 35 minutes, from that one assessment, IMX saved us \$280,000!”

Daniel Erasmus – CEO

Our focus at Innermetrix is to help businesses identify, understand and improve the overall health and profitability of their organization.

Organizations everywhere are looking for better ways to answer that question, and properly discover what really drives performance in a modern business. During these challenging economic times, being able to understand how to drive effectiveness and performance in the business is critical.

Innermetrix, along with Allan Miller, Managing Director of Innermetrix International, has developed a comprehensive suite of business development processes that allow our consultants to help businesses more accurately identify critical company issues, measure and isolate the causes, and implement appropriate solutions to resolve them.

The IMX approach is a holistic business process that breaks down the complicated structure of an organization to 11 separate but interdependent core areas of performance.

From there, our consultants can deliver dedicated training programs designed to alleviate the pains in areas like: Leadership, Communication, Teamwork, Management, Sales, Customer Service and Hiring.

Each training program is built to integrate the Innermetrix profile so each participant can experience a personalized process, with singularly unique outcomes.

The result is a proven, easy-to-follow process that delivers improved overall health and profitability to every dimension of your client's business.



INNERMETRIX TRAINING

The training programs you can leverage from Innermetrix include:

Leadership

Communication

Teamwork

Management

Sales

Customer Service

Hiring



BECOME A CERTIFIED INNERMETRIX CONSULTANT



Whether you are just getting started as a professional business consultant, or you are working for a corporate business planning to take it to the next level, the IMX Business Development Process and tools are just what you need.

Innermetrix is a 16 year old firm specializing in Psychometric tools and training for professionals. Over 2,000 consultants across 31 countries have benefited from working with IMX. They have used our tools and services with more than 10,000 corporations and 1.6 million employees. With offices in 11 countries, all the support and tools you need are available when and where you need them.

ATTRIBUTES : Based on the groundbreaking work of Dr. Robert S. Hartman'. Measuring a person's subconscious thinking

VALUES: Combined work of Drs. Spranger & Allport on measuring what motivates and inspires an individual

DISC: The most contemporary interpretation of Dr. William Marston's work measuring a person's natural behavioral style

The first task based Psychometric Profile based on the Nobel nominated research of Dr. Robert S. Hartman

As a Certified Innermetrix Consultant you'll be able to:

- Assess individuals & teams with skill gaps in (77 Competencies) Actual Vs Expected, What motivates them (7 Values) and how they use their behavioural skills (DISC) with instant reports
- Prepare Organizational Health Check for top leaders , assess and train them with 11 Business Dimensions like Leadership, Strategy, Marketing etc.
- Know Everything about your employees. Key strengths, blind spots, communication, learning and motivational insights, skill gap, Training Needs Analysis, Organizational Culture, etc.
- Get the most comprehensive training and support program on the market today (sales & marketing success program, executive coaching, mentoring, business consultation tools and methodologies.
- Become an Innermetrix Centre with your own account where you control what you do with the profiles and Your Logo
- Recruitment, Job Benchmarking, Succession Planning, TNA & Team Analytics
- Questionnaires and profiles available in 10 different languages & 10 Complimentary profiles

Copyright 2015 Innermetrix. All rights reserved.



INNERMETRIX FOR CORPORATES

A login form for Innermetrix. At the top is the Innermetrix logo, which features the letters 'IMX' in a stylized blue font with a white outline, and the word 'INNERMETRIX' in a smaller, orange, sans-serif font below it. Below the logo is a horizontal line. Underneath the line are two input fields: the first is labeled 'Username' and the second is labeled 'Password'. Below these fields is a 'Log In' button.

Begin a Corporate Innermetrix Account you'll Receive:

We empower you to be in charge of your own account where you can learn, share and contribute in exciting ways and customize the profiles to suit your organizational requirements with your very own branding

- Have your own IMX account 24/7 IDS system globally - Be in control.
- Have access to “customisation “ on our competency Index , measure them against a global benchmark using Dr Robert Heartman's Attribute Index
- Do Training Needs Analysis, Competency Mapping, Team Behaviour, Recruitment & Retention through IMX for Individuals and groups scientifically
- Define your own list of Competencies for specific job roles , or use existing ones in Sales, IT, Finance..etc
- HR team / operation team can be trained & certified to use the IMX world class tools / profiles.
- Have your company logo on our profiles to add kudos & branding to your service.
- Use the amazingly attractive profiles in your company for Values, Attributes and DISC independently or together as one ADV profile
- Training, support and materials through educational seminars, global marketing & case studies



WHO'S USING INNERMETRIX?

3M
Advo, Inc.
ALCON
Allied Chemicals
Allied Industries
Allstate Insurance
American Express
American Red Cross
AmeriTech
Amtech Corporation
Anheuser-Busch Inc.
AT&T
Audiovox
BAE Systems
Big Brothers and Sisters
Blue Cross
Blue Shield
BlueOrange Consulting UK
Boston Scientific
Bridgestone/Firestone
British Petroleum (BP)
Brunswick Corporation
California State University
Care Now Foundation
Caremark
Carrier Corp.
CAT Inc.
Charles Schwab
Chase Manhattan Bank
Chevron
Chrysler
Ciba Pharmaceuticals
Citibank
Clyde Union
Coca-Cola Incorporated
Coldwell Banker
Country Wide Mortgage
De Puy, Inc.
Dean Witter Reynolds
Department of Veteran's Affairs
Medical Center
Doppio Zero Restaurants
EDS
Emory University
Federated Department Stores
Fifth Third Bank
First National Bank
Fleet Bank
GE Capital
General Electric (GE)
General Mills, Inc.
General Motors
GMC Trucks
Goddard Space Flight Center
Google
Hewlett Packard
Honeywell, Inc.
IBM
IIR South Africa
Intel
Johnson & Johnson
KPMG
Kraft Foods
Microsoft
Nextel
NVT Computing Group
Panasonic
Pepperdine University
Porterbrook Leasing UK
Proffitt's Department Stores
PWC
SAB Miller
Sak's Fifth Avenue
Sandler Sales Training Co.
Southwest Airlines
State Farm Insurance
Strathclyde Police
Stryker Medical
Texaco
The Air Force Academy
The Anthony Robbins Companies
The PGA
The US Army
Turner Broadcasting
UCB Pharmaceuticals
United Parcel Post
United States IRS
United States Postal Service
Volvo
Wachovia Bank
Washington Mutual Insurance
Wells Fargo Banks
Yale Law School