



LeadersWay

Road Trips

Date: December 8, 2010

Ref: TTI On Target

Hub Barton Success Story



Kevin Wolfe

A book I recently finished entitled; **Epowerment**, written by Dr. Izzy Justice begins with what I consider to be a strikingly relevant statement. In the forward, Dr. Justice suggests that many companies today are doing much better with the selection of superior performers but that is where the wheels come off! I would encourage you to quickly embrace the idea that it is not just about selecting the right people... it's what you DO WITH THEM once you get them.

In the December issues of TTI's monthly newsletter Hub International Barton Insurance is featured as one of the few companies that get the idea. With an unprecedented commitment to executive and leadership assessment training, they are creating the platform that all great companies are built on. The assessment training and TTI certification insures that everyone in the company who has the responsibility (chose that word specifically!) of developing potential has the tools, knowledge and credentials to do so.

Here's a big round of applause for Chad Robertson and the entire Hub International Barton Insurance executive team! Your vision and leadership courage is clearly what separates you from your competitors!

The LeadersWay team!



SUCCESS STORY

BIG DIVIDENDS USING INTERNAL ASSESSMENT EXPERTS

Kevin Wolfe of LeadersWay, Inc. – Chapel Hill, NC

by Matt Henderson

“It’s amazing when the client finally sees the value and results that come from using the assessments, but it takes time. We invest a lot of resources into making that happen. The real value comes when they make us and the assessments a part of their culture,” explains Kevin Wolfe of LeadersWay, Inc. His company has an ongoing engagement with Hub International Barton Insurance, a 600-employee, British Columbia based insurance brokerage firm.

“We’re not in the assessment business, it’s a valuable tool we use as a part of what we do,” Kevin clarifies. “on the other hand, I don’t work with a client unless they are willing to use the TriMetrix® assessments. It’s malpractice not to use a scientific approach to talent management.”

Ten years ago, Kevin and the team at LeadersWay introduced the company to the TTI assessment process for use in the selection and development process. The firm saw immediate results in the caliber of people they were bringing into the organization based on these assessment

results. LeadersWay set about using TriMetrix training to certify 13 key players within the Hub International Barton Insurance executive team, including the CEO, CSO, COO and CFO.

The next step in the process was that the executive team asked LeadersWay to take all 60 of their branch managers through the TriMetrix certification process, which is currently well under way. As a result, the organization takes ownership of the assessments and embraces the decisions that come from the results. Assessment usage is coming from the top down, rather than from the outside in, and this is the key to making talent management a part of corporate culture. At this point, no one gets in unless they take the assessment, and one of their TriMetrix certified experts signs off on it.

LeadersWay’s relationship with Hub International Barton Insurance continues to grow, as does Hub’s success and profitability. Hub is achieving spectacular results, thanks in part to their improved talent management efforts.