



LinXsus® Pro Talent Management Platform™

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About XCEO

XCEO, Inc. partners with corporate and public sector boards and directors to fulfill all of their governance needs, including individual director development, board recruiting and on-boarding services, automated performance assessments and a secure board portal for increased efficiency, communication, and collaboration. XCEO also partners with senior executives on personal leadership, entrepreneurial initiatives, professional advancement strategies and board positioning. Founded in 2003, XCEO serves clients ranging from Silicon-Valley start-ups to Fortune 500 companies.

Engineered by Leadership, Powered by
SCIENCE



Dr. Crawford is the Founder and CEO of XCEO, Inc. and is a long-serving director at companies such as DuPont, ITT, ON Semiconductor, The Chemours Company and Xylem, Inc. He is a successful executive and a noted expert in corporate governance. Dr. Crawford is the author of *Corporate Rise, Compliance & Conviction* and *Manager's Guide to Mentoring*.

LinXsus® Pro Talent Management Platform

The LinXsus® Pro Talent Management Platform™ provides HR professionals a comprehensive, rich solution to identify and develop high potential talent, and to inspire effective levels of performance and contribution. As a contributor to the LinXsus® Pro Talent Management Platform™, employees will have the opportunity to tell their story by cataloging and calibrating their skills and experiences and building their professional leadership profile.

XCEO's LinXsus® Pro Talent Management Platform™ suite of products includes company-initiated and self-initiated exercises. The company-initiated, Business Attributes, Skills and Experiences Analysis (BASEdna®), provides a platform where participants can record, and share with management, their professional career interest and qualifications in a secure and confidential manner. Self-initiated exercises include Extreme Personal Leadership® (XPL), Individual Risk Profile (IRP), BASEdna® and others.

XCEO developed the Business Attributes, Skills and Experiences Analysis (BASEdna®), specifically to guide individuals through an insightful and sustainable process to catalog their skills and experiences to build their professional profile. When implemented effectively, the BASEdna® Analysis will ensure that the best qualified candidates are identified, developed and selected, for organizational senior leadership positions.

At XCEO, we have effective and comprehensive resources that will support your leadership development activities. There are four key areas that define our organization partnerships. All of our products and services are designed to deliver a positive engagement experience for your organization. They are grounded in **SCIENCE**.



Board Evaluations & Enlightened Corporate Governance® Leadership effectiveness) – ECG is the XCEO reference for the highest level of organization oversight. Executive management and professionals have access to customizable, tailored and very easy to use personal evaluations. Select from a variety of tools that will help individuals improve their attributes, skills and experiences in order to evolve from “Ready in the Future” to “Ready Now”.

Board Succession (leadership readiness)– At XCEO, we have several unique and forward-thinking methods that will seamlessly integrate into your current people activities and energize your organization by facilitating a more effective executive leadership development program. It will quickly and effectively increase the contribution level of everyone who is selected to participate and inspire each one to raise his or her contributions to the organization.

Extreme Personal Leadership® (XPL) (leadership preparation) – Leadership effectiveness is the critical factor that will bridge the gap between being “Ready Now” for a senior leadership position and being “Ready Later”. XCEO, defines effective leadership as Extreme Personal Leadership® because it is one of the few remaining sustainable long-term organizational competitive advantages.

***Board Portal Services – *BoardPortal PLUS®** – Many organizations recognize that security, efficiency and communication are the keys to success. Technological advances have created a tremendous opportunity for companies, non-profits, schools, government entities, associations and clubs to have access to shared information, learning resources, communication tools and performance assessments.

* XCEO Board collaboration platform services are provided by BoardPortal PLUS® LLC)