



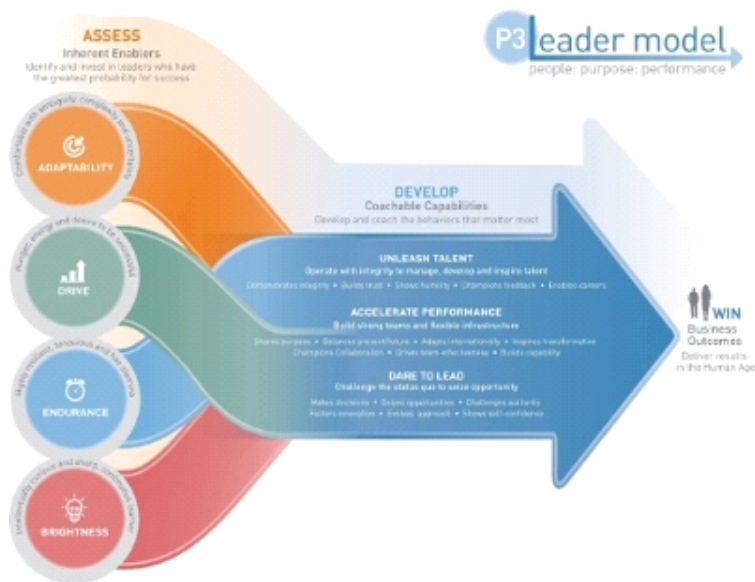
ManpowerGroup™

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Is Good Leadership Nature or Nurture? New Leader Model Identifies Leadership Traits and Provides Practical Solutions to Predict, Develop and Measure Leadership Effectiveness

- ManpowerGroup's Right Management launches new cutting edge P3 Leader Model
- Model identifies inherent leadership traits - brightness, drive, adaptability and endurance - and offers solutions that nurture "Leadership Enablers"
- Provides a set of coachable capabilities to develop the leadership behaviors that matter most

MILWAUKEE, May 12, 2016 /PRNewswire/ -- [ManpowerGroup](http://www.manpowergroup.com) (NYSE: MAN) Right Management's new report **Most Likely to Lead** provides organizations with a new Leader Model to identify, develop, and scorecard the leaders of tomorrow, establishing meaningful outcomes that future-proof businesses.



To view the complete report, visit www.right.com/P3LeaderModel.

The report comes at a critical time for employers: 87% do not believe they have the future leaders needed to fill critical roles. Existing methods of identifying and developing leaders are failing, creating a gap between traditional ideas of leadership effectiveness and what it actually takes to drive sustained business performance. Right Management's P3 Leader Model (People: Purpose: Performance) has been specifically designed to respond to today's uncertain and dynamic world of work.

"In many organizations we still see future leaders selected on gut-feel, contacts, time in the job or simply right-place, right-time. It's clear this model isn't working," comments Mara Swan, ManpowerGroup Executive Vice President, Global Strategy and Talent & Global Brand Lead for Right Management.

It's not all nature though: the report identifies a set of highly focused, coachable leadership capabilities that will improve an organization's ability to compete and win. These include the ability to manage, develop and inspire talent; to accelerate performance by building winning teams and a flexible infrastructure, and daring to lead so that leaders challenge the status quo and seize opportunity. The report also redefines leadership, measuring a leader's impact on talent-focused outcomes as well as traditional business performance metrics.

Swan continues: "Our P3 Leader Model focuses on assessing and turbo-charging inherent *leadership enablers*, those traits

that either you have or you don't. It puts the individual's leadership DNA under the microscope to find out how they are hot-wired, so we can develop capabilities aligned to specific and measurable business-driven outcomes."

Drawing on extensive research, the P3 Leader Model assesses for the following enablers:

1. **Brightness** - intellectual curiosity and a strong appetite for learning
2. **Drive** - the hunger, energy or desire to achieve high performance
3. **Adaptability** - being comfortable with ambiguity, complexity and uncertainty
4. **Endurance** - a high degree of stamina and the ability to remain steadfast

The P3 Leader Model is launched at a time when Right Management research shows that 40% of company leaders are unprepared to meet the business issues they will face over the next three to five years, and only 20% of managers identified as high performers successfully advance to higher levels of leadership. Right Management's leader model offers the practical coaching and recommendations needed to develop leadership skills and realize maximum business impact with a realistic investment of resources.

About Right Management:

Right Management is the global career and talent development expert

within ManpowerGroup®. We help organizations become more agile, attractive and innovative by creating a culture of career management and learning that nurtures future talent, motivates and engages people, and provides individuals with opportunities to increase their value throughout their careers. We improve time to value through our expertise in organizational effectiveness, career management and individual development. Our approach is centered on the fact that organizations thrive when individuals are successful in their careers. We've spent the last 35+ years identifying workforce challenges and developing innovative solutions, enabling our globally informed methods to be time-tested across more than 50 countries.

For more information about Right Management, visit: www.right.com

About ManpowerGroup:

ManpowerGroup® (NYSE: MAN) is the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands - Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions - we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: www.manpowergroup.com.



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