WINSTON CHURCHILL IS A LOSER: and so are you if your corporate performance evaluation and leadership potential assessment systems fail to meet predictive validity.

Click below to read Winston’s performance evaluation plus his boss’ assessment of Winston’s leadership potential.

After reading the link below, ask yourself:

Have you ever measured the predictive validity of your assessment systems in identifying high potentials?

How many high potentials quit your company because your performance appraisal system fails to appropriately differentiate between enduring personality characteristics (traits) versus responses to pressures of the moment (state).

 [**https://lnkd.in/e4gA8qx**](https://lnkd.in/e4gA8qx)

Program Objectives:

1. Understanding the total costs of employee turnover and how valid performance evaluation systems can help reduce those costs.
2. Practical steps to measure predictive validity.
3. Making supervisors aware of the trait-state effect.
4. Managing the trait-state effect in performance review situations.
5. Linking compensation to performance appraisal.
6. Should you separate appraisal from developmental discussions?



ABOUT LAURENCE J. STYBEL

Larry Stybel is a licensed doctoral level psychologist, and co-founder of two businesses.

Stybel Peabody was founded in 1979. Clients include five of the largest eight CPA firms in Massachusetts, 60% of Boston’s largest twenty law firms, and top tier private equity firms. The focus is on top management leadership and career success through retained search, organization development, and career management.

 Check out the website at www.stybelpeabody.com.

Board Options, Inc. is Larry’s second company.

Two critical missions for the Board of Directors’ Nominating & Governance Committee: a well-educated board and an appropriately talented Board. Board Options, Inc. is an online expert resource to Nominating & Governance Committees in both areas.

 Check out the website at www.boardoptions.com.

In addition to consulting he is Adjunct Instructor of Leadership at Northeastern University’s D’Amore McKim Business School and facilitates YPO Forums.

In 2017 the Marquis Who's Who Publications Board named Larry Stybel winner of its Albert Nelson Marquis Lifetime Achievement Award. This Award recognizes Larry’s “lasting contributions to the field of leadership.” Larry is listed in Marquis’ WHO’S WHO IN BUSINESS & FINANCE and Marquis’ WHO’S WHO IN AMERICA.

Larry Stybel received his doctorate in organization development from Harvard University, an M.A. in clinical psychology from the University of Texas at Austin, and a B.A. from the City College of New York.

Larry has given talks at national conventions of the Financial Executives International, Society for Information Management, Tax Executives International, and the Manufacturers Alliance for Productivity and Improvement (MAPI), and The Legends of World Sports Conference.

Larry has given talks to alumni and students at the following institutions of higher education: Babson College, Bentley University, Dalian Institute of Technology in China, Georgetown University, Fletcher School of Law & Diplomacy at Tufts University, Harvard University Business School, Kennedy School of Government at Harvard University, MIT Sloan School, Suffolk University, University of Edinburgh, and Yale University.

For a full CV:

 [Larry's CV](https://www.linkedin.com/pulse/larry-stybels-cv-larry-stybel)

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