

## **New Talent Development Approaches in Crisis Readiness**

### **NYC Metro ACP Meeting – June, 2016**

If you recall, our speaker, Jim Wexler, president of Experiences Unlimited, had offered everyone in attendance a free trial of their "Crisis Readiness Suite". These solutions are just coming into our industry and can help to improve performance and identify who is truly "crisis-ready" when disaster strikes. Specifically, individuals who score high on the CRD scales (i.e., leadership, self-confidence, self-control, "can do" attitude and problem solving) have a higher probability of succeeding in high stakes crisis situations. There are two key components combined that address the issue of "less than 25% of all employees have the predisposition to perform well during a crisis".

#### 1 - The Crisis Readiness Diagnostic (CRD)

- The Crisis Readiness Diagnostic (CRD) predicts for attributes that are effective in crisis situations.
- CRD identifies who they are, driven by Big Data. This validated and predictive CRD helps management prescreen for who to train.
- Research confirms that having the right people with the attributes to do well in a crisis is far more effective than investing in training those who do not.

#### 2 - "Cyber Attack": A Gamification Simulation for Continuity Preparedness

- Cyber Attack depicts a real world crisis situation: an attempt by hackers to destroy your computer network. Your job is to manage the response.
- A riveting 'Virtual Tabletop' module that challenges participants to develop the critical thinking and judgment skills required to respond to, and lead, during a crisis.
- A powerful learning and development platform, like a "Flight Simulator" targeted to key crisis processes and situational skills.

Once you get the opportunity to try these solutions out for yourself, we are confident that they will make sense for your key staff.

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