

The Top Companies are Attracting, Developing and Retaining Great Leaders. Are You?

**Aon Hewitt's Top Companies for Leaders Benchmark Report:
Find out where you are. Learn where you need to go.
Plot a course to get there.**

Aon Hewitt's research and years of experience have shown that those who attract, develop, engage and retain leaders best focus on continuous improvement. Based on the **most comprehensive global research on talent management and leadership practices**, Aon Hewitt's *Top Companies for Leaders Benchmark Report*® provides your organisation with the information you need to focus improvement efforts on your critical leadership priorities.

In 2011, nearly **500 companies** around the globe participated in Aon Hewitt's Top Companies for Leaders Study. Using this data, we are able to compare the talent management practices of the best companies from around the globe on literally thousands of data points. The gaps between the Top Companies and other participants are often quite dramatic.

Our comprehensive *Top Companies for Leaders Benchmark Report*® assesses your organisational results against the practices of leading companies, and includes a detailed report comparing your organisation against the Top Companies for Leaders. We'll make comparisons for your company on over 1,200 survey items (57,000+ data points) from nearly 500 respondents; highlighting both strengths and gaps that your organisation may want to address. In addition, the benchmark report features external best practices and recommended priorities for action.

Approach | Participate. Benchmark. Learn. Succeed.

An informative and versatile solution customised to meet your needs

Our research has found that the Top Companies for Leaders are never satisfied, and use a number of tools in their leadership and talent planning efforts. In short, they bring a “measurement mind-set” to the often inexact process of developing the next generation of leaders. Our benchmark tool can help you bring “measurement mind-set” to the evaluation of your leadership and talent programs and practices; providing a concise and insightful look into what the organisation is doing well and those areas where you should expend more effort.

You can compare your practices with up to three benchmark comparison groups at a time to see how your organisation’s responses stack up against those of the Top Company group(s) of your choice. If you have operations in multiple regions, the range of these options enables you to compare practices by region to identify universal trends and alignment of your leadership and talent development. Throughout the benchmark report, you will find valuable insights into what separates Top Company practices from “All Others” (study participants that were not selected as one of the Top Companies for Leaders).

Should you require a more customised analysis, our consultants will work to determine the best possible options. The associated cost for your benchmark request depends on the number of comparison groups; 2011 Top Companies for Leaders participants receive the benchmark report at a discounted rate.

Current Benchmark Offerings

Top Companies for Leaders Benchmark Report

This standard benchmark report provides a comprehensive comparison of the company’s benchmark survey submission against the Top Companies for Leaders benchmark comparison group(s) of your choice. Comparison groups can include: Global Top Companies, Asia-Pacific Top Companies, European Top Companies, Latin American Top Companies, and North American Top Companies. A number of industry group comparisons are also available. Notably, a standard benchmark includes only one comparison group.

Top Companies for Leaders Benchmark, Debrief and Gap Analysis

In addition to the standard Benchmark Report, this option includes a two-hour debrief discussion with your

company following delivery of benchmark report. The analysis provides a detailed review of your company’s strengths and opportunities based on the report and as compared to the comparison group(s) of your choice (i.e., North American Top Companies versus all other North American participants) and suggested actions to take.

Top Companies for Leaders Benchmark and Strategy Session

In addition to the standard benchmark report, this option includes a one-half day strategy meeting with your company to discuss and determine highest priority items to improve leadership practices based on Aon Hewitt insights/best practices, as well as an overview of external leading practices and trends. Prioritization and actionable next steps are discussed.

Available Benchmark Comparison Groups

By Region (or any combination of the following groups*):

- Global
- North America
- Europe
- Asia-Pacific
- Latin America

By Industry (Available based on global participation and include companies from various participating regions. In addition, all industries have at least one Top Company included in the sample.):

- Automobiles and Components (two Top Companies, 22 total)
- Banks and Diversified Financials (nine Top Companies, 53 total)
- Commercial and Professional Services (three Top Companies, 32 total)
- Energy (six Top Companies, 31 total)
- Food, Beverage and Tobacco (four Top Companies, 33 total)
- Household and Personal Products (seven Top Companies, 19 total)
- Materials (two Top Companies, 46 total)
- Pharmaceuticals, Biotechnology and Life Sciences (two Top Companies, 28 total)
- Retailing (two Top Companies, 25 total)
- Software and Services (four Top Companies, 28 total)
- Telecommunication Services (four Top Companies, 18 total)

* For an additional charge

Best Practice comparison and summary analysis on the following themes:

Organisation Demographics

Leadership Strategy

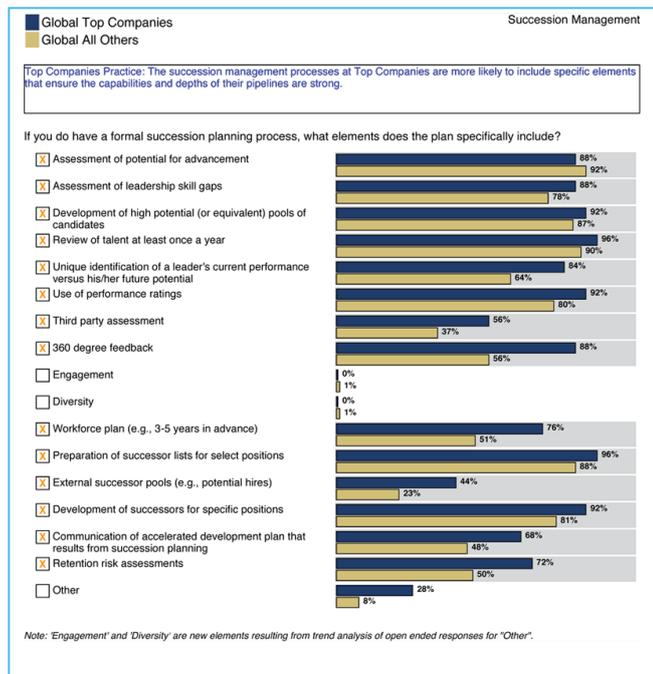
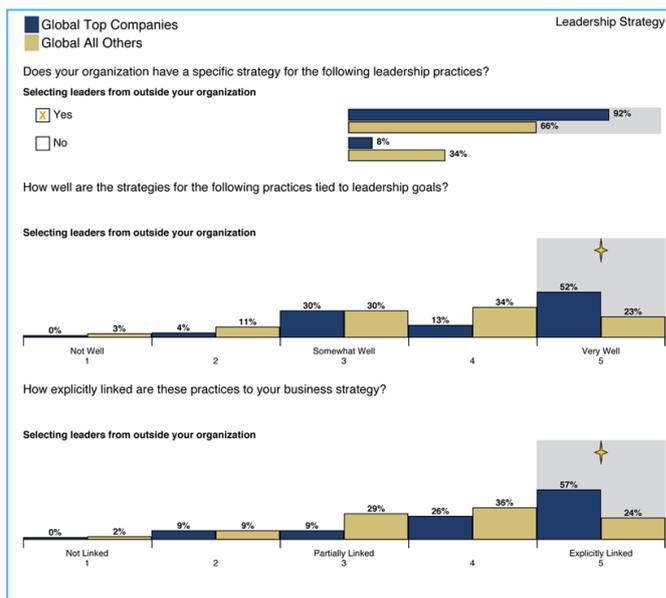
- Leadership Practices and Business Strategy
- Prioritization
- Involvement
- Metrics

Leadership Diversity

Leadership Competency Framework

Talent Review and Succession Planning

- Succession Planning
- Leadership Pipeline
- Metrics



High Potential/Critical Talent Programs and Practices

- Identification
- Assessment
- Development Through Education
- Development Opportunities
- Metrics

Recruiting and Onboarding

- Recruiting Future Leaders
- Sourcing
- Onboarding

Assessing and Developing Leaders

- Assessment
- Development Through Education
- Development Opportunities
- Metrics

Compensation and Rewards

Building External Reputation

Emerging Markets

Take Action | Contact your Aon Hewitt consultant or email us at topcompaniesforleaders@aonhewitt.com

About Aon Hewitt

Aon Hewitt empowers organizations and individuals to secure a better future through innovative talent, retirement and health solutions. We advise, design and execute a wide range of solutions that enable clients to cultivate talent to drive organizational and personal performance and growth, navigate retirement risk while providing new levels of financial security, and redefine health solutions for greater choice, affordability and wellness. Aon Hewitt is the global leader in human resource solutions, with over 30,000 professionals in 90 countries serving more than 20,000 clients worldwide. For more information on Aon Hewitt, please visit www.aonhewitt.com.