

COUNTY OF



ALLEGHENY

RICH FITZGERALD  
COUNTY EXECUTIVE

## *Proclamation*

**WHEREAS**, *Development Dimensions International (DDI), founded by William C. Byham, Ph.D. and Douglas W. Bray, Ph. D, is home to the assessment center methodology which brings to the business world at-large a process to observe, evaluate and predict leader behavior; the organization is commemorating its 50<sup>th</sup> anniversary on April 6, 2020, and will celebrate it with an All Hands Connect Meeting with executives, leaders and employees at its Bridgeville office; and*

**WHEREAS**, *DDI pioneered the world's first behavioral-based interviewing system called Targeted Selection and the first leadership development system based on behavior modeling called Interaction Management which would become a bedrock for developing critical leadership skills worldwide; it used the assessment center methodology to help organizations make critical personnel decisions using a validated scientific approach for the first time; and*

**WHEREAS**, *DDI has grown from a small, home-based business in Pittsburgh to a global leadership consulting firm with more than 825 employees and 40 locations in 25 countries; and*

**WHEREAS**, *DDI's innovations continue today with powerful leadership assessment, development and coaching solutions available on digital platforms, and the first application of virtual reality for soft-skills training; and*

**WHEREAS**, *co-founder William C. Byham and his wife Carolyn M. Byham's philanthropic efforts include helping to fund the renovation of the Byham Theater, bringing Carolyn M. Byham WQED FM 89.3 Studio to the heart of the Cultural District, bestowing an endowment to the Pittsburgh Ballet Theater School and leading fundraising efforts to construct the Pittsburgh Ballet Theater School's Byham Center for Dance Excellence; and*

**WHEREAS**, we are fortunate to have Development Dimensions International in Allegheny County, and we thank the organization for being a pioneer and significant resource for businesses and organizations to ascertain the most effect and appropriate leadership, and for its substantial philanthropic contributions.

**NOW, THEREFORE, BE IT RESOLVED** that I, County Executive Rich Fitzgerald, by virtue of the authority vested in me, do hereby proclaim April 6, 2020 as “Development Dimensions International Day” in Allegheny County. We join the organization in celebrating this monumental achievement and look forward to its continued groundbreaking success.

**IN WITNESS WHEREOF**, I have hereunto set my hand and caused the Seal of the County of Allegheny to be affixed this 6<sup>th</sup> day of April, 2020.

*Rich Fitzgerald*

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RICH FITZGERALD