High-Potential Leadership Development: Identifying & Nurturing Future Leaders

Points of Discussion

- Identifying High-Potential Talent
- Creating Development Programs
- Succession Planning & Career Pathing Key Concepts
- Issues, Challenges, & Recommendations

Identifying High-Potential Talent

Who is a High-Potential Talent?

Proven HIGH-PERFORMER with 3 distinguishing personality traits to perform leadership roles

Ability

Natural & acquired abilities to succeed in more senior & critical roles.

HiPo

Strong determination for advancement, excellence, outcomes, & influence

Aspiration

Agility

Learn quickly, seek new challenges, & adapt to change easily

High-Performing vs. High-Potential Talents

Aspect	HiPers	HiPos
Focus	Current role excellence	Future growth & adaptability
Skill Set	Mastery of current skills	High learning ability
Contribution	Consistent outstanding results	Quality output and potential for significant future impact
Motivation	Achievement	Development

Key Characteristics & Skills of HiPos

Effective Communicator

Creative & Innovative

Strategic Thinker

Emotionally Intelligent

Adaptable

Problem Solver

How Would You Classify Yourself?

HiPer

HiPo

Hybrid

HiPer + HiPo

in various levels

How Do You See Yourself in the Mirror?
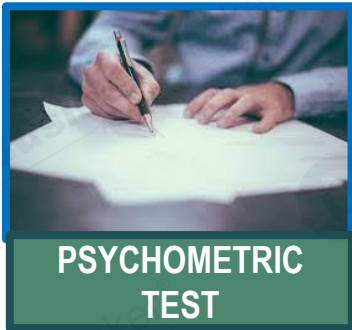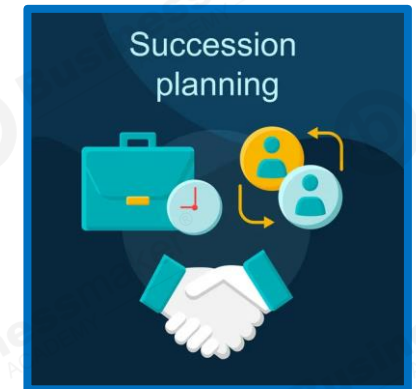

Are You a CAT?

Or a LION?

Tools & Methods to Identify HIPOs

PSYCHOMETRIC TEST

360° Feedback

TALENT REVIEW & CALIBRATION

Interview

PERFORMANCE
- EXCELLENT
- GOOD
- AVERAGE
- POOR

Succession planning

SIMULATION

LEADERSHIP TEST

SELF-ASSESSMENT AND REFLECTION

Observation

Why Do You Need to Identify & Nurture HiPoS?

Strong Leadership Pipeline

Business Continuity and Growth

Career Advancement and Promotion

Talent Retention and Engagement

"The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders, and continually develops them."

John C. Maxwell

How to Design a HiPo Program in Just 3 Steps

03

MONITORING & EVALUATION

02

DEVELOPMENT & SUPPORT

01

IDENTIFICATION & SELECTION
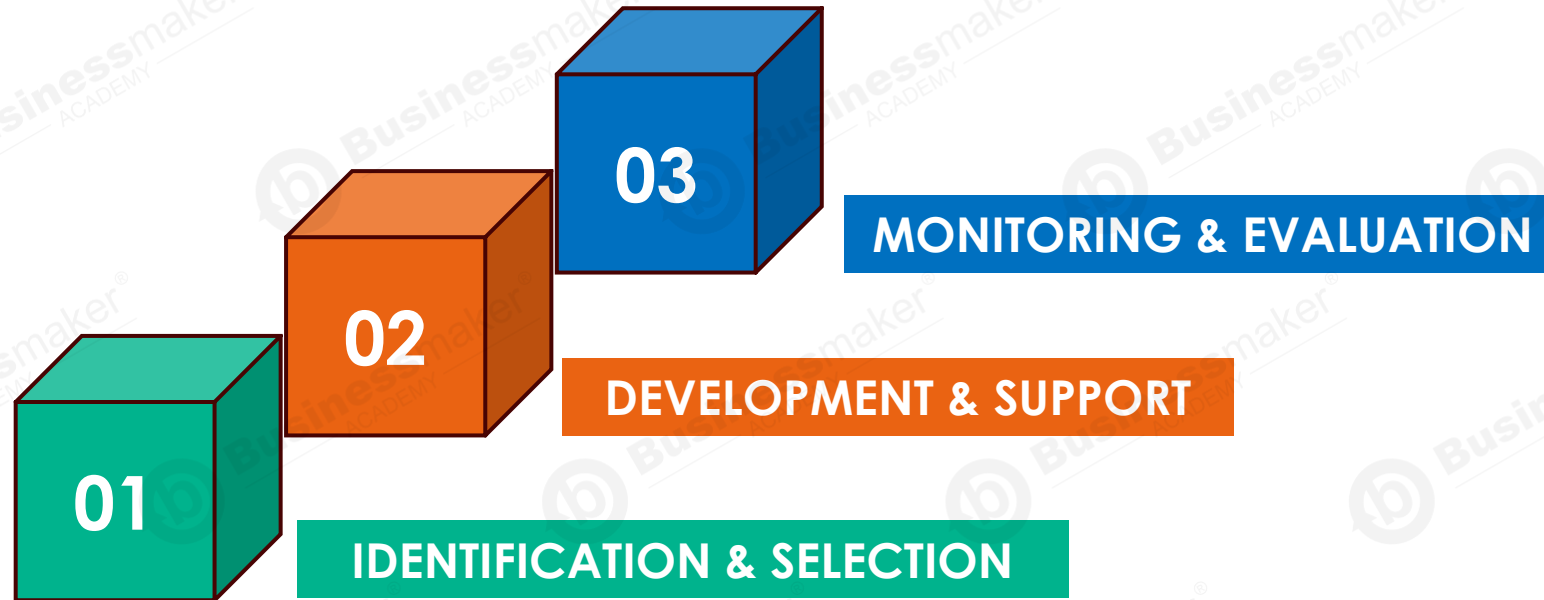
Strategies for Developing Leadership Potentials

Leadership Training & Devt.

Coaching & Mentorship

Special Projects & Assignments

Job Shadowing & Rotation

Feedback & Performance Reviews
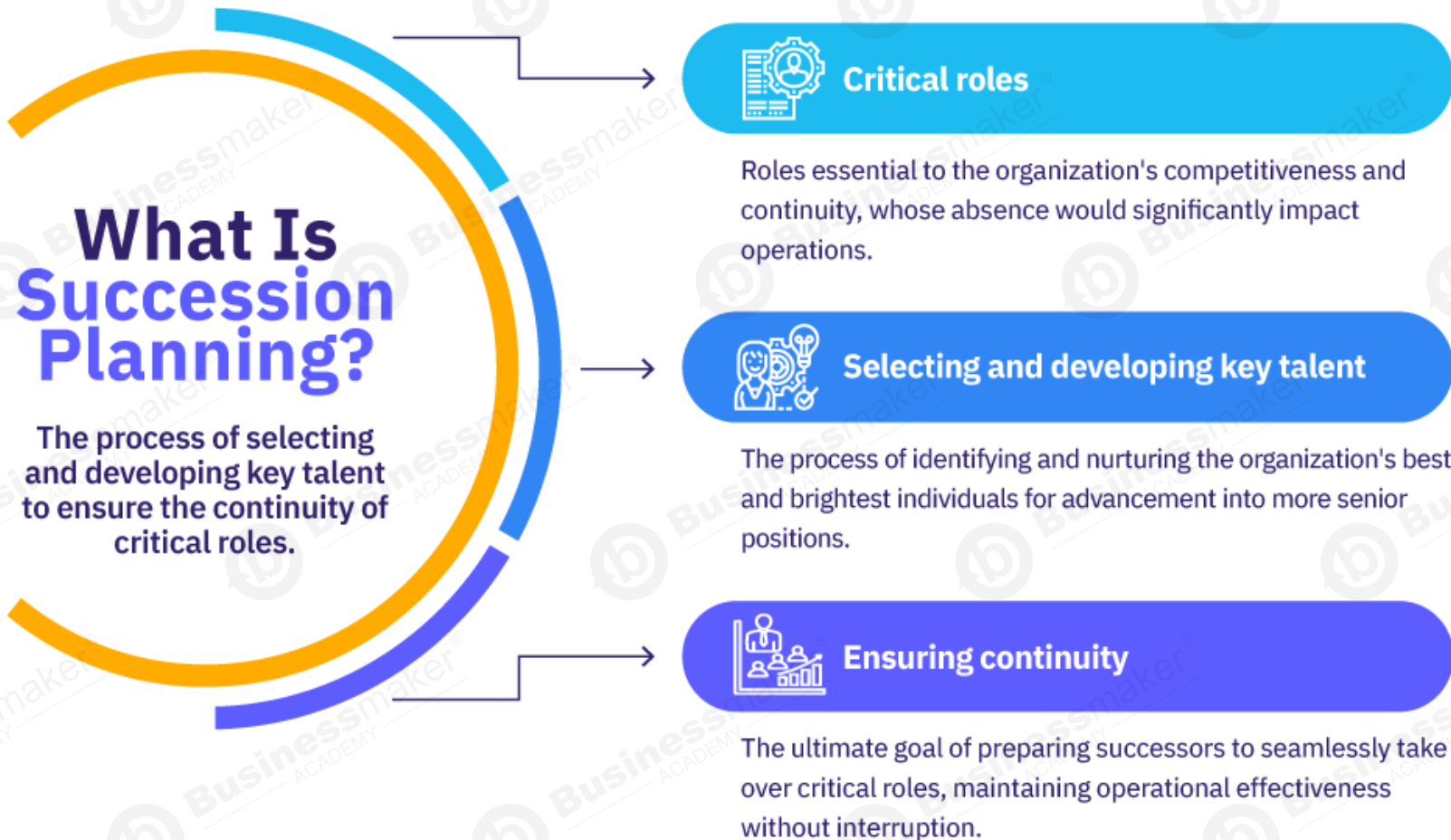
Let's Unpack this a bit

Succession Planning & Career Pathing

Are You Ready for Tomorrow?

Today's Preparation…Tomorrow's Success!

What is Succession Planning?

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The process of selecting and developing key talent to ensure the continuity of critical roles.

Critical roles

Roles essential to the organization's competitiveness and continuity, whose absence would significantly impact operations.

Selecting and developing key talent

The process of identifying and nurturing the organization's best and brightest individuals for advancement into more senior positions.

Ensuring continuity

The ultimate goal of preparing successors to seamlessly take over critical roles, maintaining operational effectiveness without interruption.

Source: AIHR

Issues, Challenges, & Recommendations

Issues & Challenges in HiPo Leadership Devt.

How Can You Overcome Them?

- ▶ Resistance to Change
- ▶ Retention of HiPos
- ▶ Development & Training
- ▶ Measurement & Evaluation
- ▶ Succession Planning
- ▶ Resource Allocation

Let's Summarize this

> Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.
>
> Jack Welch

Thank You and Good Luck!

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