



High Potential Talent Development

In today's business reality, the marketplace is characterized by global competition for the best talent. Replacement costs of home-grown talent are considerable. This makes the case for efficiently identifying and grooming a firm's high-potential employees to retain and maximize the quality of its future leaders. The 100 Best Companies Survey demonstrates conclusively that the quality of Leadership is the key to creating high performing companies.

The senior level business background of LeaderShape Facilitator/Coach-Mentors combined with in-depth leadership know-how is effective in accelerating the development of High Potential talent.

This experience has led to a unique LeaderShape approach, which acknowledges the need to grow people through maximum stretch, but reduces the risk of failure through tailored support.

Our background and approach factors in the growth drivers and key attributes of top talent that enable organizations to thrive and grow. Agility of thinking and learning, willingness to take calculated risks and developing Emotional Intelligence are critical to developing future senior leaders.

A typical programme could include:

- ✔ A transformational journey of self-awareness via a thorough grounding in Emotional Intelligence and how to use the key Leadership styles.
- ✔ EI based Leadership assessment via a proprietary 360° tool - LEIPA – leading to a clear, bespoke PDP.
- ✔ 1-to-1 or Group Coaching & Masterclasses to build Leadership knowledge and good practice.
- ✔ Developing powerful relationship management skills through gaining insights & understanding of own and others' behavioural patterns.
- ✔ A programme of coaching to support the HiPo in a stretching, business-critical assignment.

“Talent is only the starting point”

- Irving Berlin

Why focus on High Potentials?

A McKinsey study (The War for Talent) confirmed that the biggest factor in retaining talent is personal development. Companies run the risk of losing high potentials to competitors if they do not nurture and stretch their home-grown talent. It is at the point of 'supported stretch' that effective learning happens.

A High Potential Development programme will:

- ✔ Enable the High Potential to bridge the gap between Management and true Leadership, avoiding the trap of continuing to operate in ways that may have made them successful in the past.
- ✔ Minimise the risks inherent in stretching the High Potential to maximise their development
- ✔ Enable the High Potential to create effective relationships at all levels
- ✔ Retain key talent and support succession planning
- ✔ Reduce the risks inherent in being obliged to hire in leaders. Studies show that 40% of leaders hired from the outside fail within a year.

For further information on our services contact us on **0870 990 5576** or visit our website at

www.leadershape.biz