

High Potential Leadership Continuum

Do you have a plan in place to develop the strong leadership and facilitate the knowledge transfer necessary to maintain corporate culture, operational success and carry on your legacy?

Whether through retirement, resignation or promotion, your organization will face inevitable future vacancies in senior leadership positions. Filling them is extremely costly and disruptive. Why not be ready?

Our leadership continuum is a comprehensive strategy designed to deliver a bench of individuals fully prepared to step into leadership roles. Let us take your high potentials to a superior level of readiness using a combination of proven methods including classroom, coaching and action learning.

Objectives

To produce a line of leaders who:

- Recognize and can capitalize on their strengths
- Set goals and create and follow a development plan
- Can rise to evolving responsibilities and challenges
- Motivate others to achieve extraordinary results
- Know how to effectively promote organizational change
- Can articulate and apply your organizational strategies to meet your goals

Process

The leadership continuum would develop your high potential leaders from the inside out and would be tailored to your goals and culture. It begins with individual leadership assessment and development, moving to team effectiveness, and then to leading organizations in the first phase. This is all supported and reinforced by individual executive coaching.

The second phase is the action learning project that puts into practical use all that has been developed. They don't just learn it and put it on the shelf to be forgotten. They apply it to solve real business issues that are facing your organization today. The final is the presentation of their solutions to your senior leadership team.



Benefits

- This is a proactive response, providing you with a bench of leaders prepared to step up to the challenge of filling senior leadership vacancies.
- The continuum not only calls for senior team support but also involves their participation. Your high-potentials will know that their leaders support them and they will gain an in-depth understanding of the strategic direction and goals of your organization.
- The action learning project ensures that not only have you developed leaders but that they've proven themselves by solving real business issues.
- It improves retention by displaying confidence and investment in your high-potential leaders.
- By having leaders at the ready, you can avoid heavy replacement costs and disruption when vacancies occur.
- Most importantly, this strategy focuses and directs all your development effort and expenditure toward your goals, your strategies, your established competencies and your culture, thereby securing your legacy.

Contact us for more information!

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