



## Identifying, Developing and Retaining your High Potential Talent.

### Background

**Potential** is the next wave of talent-spotting. Companies need to focus less on people's competencies when filling a job and more on the qualities that will let them pivot with the times. That's especially critical when picking someone for a leadership role. The world is simply too fickle and fast-moving these days to know what any job will require. You have to start with the right mindset, the skills that make you successful today might not be so important tomorrow. Research suggests that more than two-thirds of companies are misidentifying their high-potential employees jeopardizing long-term corporate performance. This failure drives true HiPos—those who demonstrate the attributes to be successful future leaders—to pursue positions with potentially competitive organizations willing to invest in their development. To keep top talent in house and maximize bottom-line results, companies must re-evaluate and reinvigorate their HiPo programs.

Precise identification of high potentials requires applying a consistent language of talent, and properly calibrating the system to measure it. High-potential employees are almost twice as valuable to their organizations as employees who are not high-potentials. That is easy to understand when you look at the relationship between leadership bench strength and organizational performance.

Organizations with stronger leadership bench strength show double the revenue and profit growth of organizations with weaker bench strength. These levels of performance are the promise that drives investment in high-potential programs.

Leadership remains the top human capital concern and the largest "readiness gap". Many organizations cite the need to develop leaders faster, globalize leadership programs, and build deeper bench strength. To this end, organizations are putting their money where their mouths are (so to speak), with leadership development spending up from past years.

Organizations are struggling with leadership gaps at all levels—from first line supervisors through top leadership. These gaps can only be filled through a sustained commitment that identifies potential leaders early on, nurtures the skills of young leaders, and continually develops midlevel and senior leaders.

We are proud to present our second annual "**Identifying Assessing & Developing Your High Potential Talent**" **Master class**. This will feature insightful and practitioner led sessions to further enable human capital management professionals to become a strategic partner to the business in the talent assessment and development process.

## Learning outcomes

The systematic ability to attract, engage, develop and retain the best talent is the single most reliable predictor of success, and arguably the most important strategic capability required to achieve and sustain market leadership. The course helps to:



- ✓ Drive a pervasive Talent Mindset deep into the DNA of their cultures
- ✓ Create a talent-centric organization, that attracts and engages the best contributors
- ✓ Upskill line managers and executives to understand talent management paradigms and practices
- ✓ Transform industrial-era command and control management practices into flatter, networked models
- ✓ Build and lead a workforce capable of strategy, disintermediation and disruptive innovation

## Content

- ✓ The common myths and Uncommon realities
- ✓ What makes existing Top Talent Programs fail and how to get it “RIGHT”?
- ✓ Integrating Hi-Po Identification, Leadership development and Succession Management- Adopting an enterprise mindset.
- ✓ Identifying and Developing a pipeline of Internal HiPot/Leadership talent
- ✓ How to attract and select “A” players
- ✓ Transformational Development for High Potential employees
- ✓ Developing High Potentials through Talent Mobility
- ✓ Delegating Down the Management of Top Talent
- ✓ Interpersonal Hi-Po Development
- ✓ Leveraging differentiated rewards and recognition strategies for hipo retention and development
- ✓ High Potential Data: How Analytics Can Support Leadership Development



### **Pedagogy**

Facilitated discussion of practical issues and challenges and discussion of case studies will be used as pedagogy. The program combines assessment and action-based learning techniques to ensure application. Proven research frameworks and theories as the foundation to deliver real outcomes. Blended learning approaches accelerates this development program.

### **Intended audience**

Individuals who will get benefitted from the course-

- ✓ Experienced professionals climbing the corporate ladder
- ✓ Changing careers or starting a new profile in the organization
- ✓ Corporate executives or management level professionals
- ✓ Social entrepreneurs seeking funding or growth opportunities

### **Duration:**

Three-day programme

### **Profile of the programme director**

Anand Pillai is the Managing Director of Leadership Matters, Inc., a company focusing on building an Entrepreneurial culture in organizations. Entrepreneurs are dreamers who do, those who take hands-on responsibility for creating innovation of any kind within a business & for turning an idea into a profitable finished product through assertive risk-taking. In addition, for the past 17 years Anand has been a Leadership Coach and Organization Transformation consultant both as a Strengths Performance Coach & now a full-fledged Gallup-Certified Strengths Coach. Anand's focus is on ensuring that clients lift their performance skills and behaviours, apply worlds best management practice and hold individuals accountable for their own learning & development. Each coaching session is underpinned with the drive to improve the bottom line. With more than 35 years of rich experience in the corporate world, he has handled challenging assignments in general management & as head of operations (from GM to CEO to CLO) in Fortune 500 companies. He has been a much sought after speaker in many national & international forums in addition to being the guest lecturer in leading B Schools. Anand has been featured in the book "Leading with Wisdom" along with 30 other leaders (Steven Covey, Abdul Kalam to name a few) in the world.

### **Price & venue**

Rs 45,000 per person , IMT Ghaziabad