



Controlling leadership talent risk and enhancing overall leadership talent are critical to the success of any organization. This service provides objective measures of current leadership levels and qualifies the leadership gaps and risks associated with your organizations current strategies. The result is a clear understanding of your organizations leadership strengths and where training is required.

It All About People

Intellectual work is the central value of any knowledge-based enterprise. Unlike the Industrial Age - people can choose to bring value to an organization or not. Physical assets depreciate over time. People are intellectual assets that will - given the right environment -

appreciate over time and provide a competitive advantage that is not easily replicated by competitors. Managing Leadership Talent risk through the identification, development and retention of key people is a strategic necessity for any successful knowledge-based enterprise.

Sustainable Results:

- ❖ *Discover how Leadership Talent Risk Management can be a source of competitive advantage*
- ❖ *Understand the relationship between corporate strategy and leadership talent*
- ❖ *See how succession planning – as a corporate wide effort – strengthens corporate growth*
- ❖ *Learn how to protect new hire investments and retain old hands*

Business Impact Assessment

This is an analysis of the likely impacts on critical business objectives. It involves looking at all the current leadership and communications strengths of key people.

Discover how Leadership Talent Risk Management can be a source of competitive advantage

- Learn how to identify and understand the true value of high potential employees
- Understand the difference between high potential and high performance
- Learn how to determination risk levels and training needs through a Business Impact Assessment

Understand the relationship between corporate strategy and leadership talent

- Learn how leadership style affects the productivity – depending on the personalities of those around the leader
- Understand how to link corporate strategic efforts with current leadership strengths and hiring practices

See how succession planning – as a corporate wide effort – strengthens corporate growth

- Learn how to identify future leaders at all levels in your organization
- Learn how to develop leadership at all levels within a succession planning framework

Learn how to protect new hire investments and retain old hands

- Learn how to create a learning organization environment that develops people in the context the people want for their own lives
- Learn how to decrease the risk of high potential derailment