

Where Are All Of The High Potential Leaders Going?

A recent *Forbes* article by Korn/Ferry states that over 50% of C-Level executives will retire in the next 5 years. This exodus of leaders will cause a major shortage in talent. Now, more than ever, companies must focus on the importance of growing leadership & talent at all levels of the company. Not just C-Level talent.

So how do you fill your organization up with high potential leadership?

In a previous article: [How to go from good to great! High Potential Leadership](#), we discussed some key attributes that great leaders possess. (If you missed this article, please contact us and we will send it right away)

In this article, we will discuss some “best practices” in the development of your high potential employees.

Please note that leadership development is demanding and challenging. And that is why we have a shortage. If it were easy, we would not have a shortage.

Here are some areas to address to ensure your company has the “HiPo” leadership for the future.

1) Develop leaders at all levels of the company – not just the C-Level. Start investing in the development of your people right away; from entry-level all the way to the C-Suite. Recognize the high potential talent that already exists in your company. Leaders are not born leaders, they are developed.

2) Leadership assessment. Before developing a leadership program, assess where they are today and identify their strengths and weaknesses. You cannot improve areas if you cannot measure them. What gets measured... gets done! A good assessment will give you areas to work on and a baseline for development.

3) Build an action plan. Once the leadership assessment is complete, discuss the results with the participant(s) and their supervisor(s). Find out how their strengths & weaknesses can be further developed to enhance their leadership skills. Focus on developing the most important areas as it relates to the overall business strategy & goals.

4) Develop a career path. Talk with the high potential leaders to discuss their overall future with the company. Be sincere and find out what they want to accomplish and how you can help. *What is their career vision?* Once identified, tie it into their leadership development action plan.

5) Create a mentoring program. Mentors are a great way to help in the overall development of your High Potential leaders. The mentor must be interested in the success of the mentoree. Talk with the future leader and discuss possible mentors. Then ask the mentor before moving forward. This cannot be a forced mentorship program.

6) Follow up and track progress. If there is not any follow up and coaching along the way, the results may not be what you are expecting. Have a systematic follow up and tracking process to ensure success. This will help keep your leaders from getting too far off track.



“You have to learn the rules of the game. And then you have to play better than anyone else.” ~ Albert Einstein

Building your pipeline of high potential leaders takes a commitment from the top. These steps will put you on the right track of developing high performance leadership at all levels of your company... before it's too late and all of the great talent is gone.

If you have any questions about this article, or how we can help you develop your high potential leaders, contact us today! ♦

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