High Potential Acceleration

Build a deep, diverse, and engaged pipeline of rising leadership talent to drive your business forward

Select the Talent Pool	Assess Talent Assets & Liabilities	Target Development Priorities	Align On Development Plans	Execute Development Plans	Review Progress
 Define and apply consistent high potential criteria Nominate candidates Confirm candidate interests and career ambitions Level set expectations 	 Develop talent insights leveraging 360 reviews, personality assessments, experience inventories Identify individual and collective assets and liabilities of talent pool 	 Guide high potentials in defining development focus areas Coach high potentials to create development action plans that leverage key experiences, relationships and resources 	 Support high potentials in sharing development insights and action plans with sponsors Enlist sponsors in sharing feedback and supporting development plans Establish accountabilities for plan implementation 	 Guide experience- based assignments Coach and mentor high potentials Increase exposure and involvement with senior leadership 	 Assess high potentials' learning and development accomplishments Reinforce continued progress - advise for continued growth Evaluate change in readiness and next steps