



# How to Retain and Develop Top Talent at Your Organization

Do you struggle with leadership development at your organization? Most companies do.

According to research by the Corporate Development Board "only 66% of companies invest in programs that aim to identify high-potential employees and help them advance, but only 24% of senior executives at those firms consider the programs to be a success. A mere 13% have confidence in the rising leaders at their firms."

## LEADERSHIP DEVELOPMENT IS CRUCIAL:

- A-players will leave the company if they are not growing professionally
- Continue to have major gaps between entry level employees and managers in skill level, and business acumen
- Lose engagement with staff
- Stop seeing their potential when they are checked out
- Business stagnates
- Managers do the heavy lifting and get burned out
- Have to pay a premium for managers from outside the organization
- Businesses are not as valuable at sale if they are overly dependent on ownership for management and supervisory activities

## WHAT ATTRIBUTES DOES A SUCCESSFUL LEADERSHIP DEVELOPMENT CURRICULUM NEED TO WORK?

- Can't be too time intensive for managers
- Quantifies success
- Cost effective
- Employee directed / driven
- Aligned with company goals and initiatives
- Simple and easy to follow
- Research based



## WHAT WE CAME UP WITH FOR OUR LEADERSHIP DEVELOPMENT PROGRAM:



- ✓ Project based approach
- ✓ Organized and disciplined cadence and simple to follow
- ✓ Easy to follow instructions and worksheets
- ✓ Clear metrics for quantifying a person's professional acumen based on a Harvard Business Review study and criteria

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