

The Advisory Alliance

TALENT. LEADERSHIP. PERFORMANCE.SM



Leadership
A leadership process...
ability to motivate a group of...
organizing a group of...
achieve a common goal...
intentional influence

High Potential Leadership Development Center

Business Challenge

We know that High Potentials seek challenge and continuous growth to maintain their career satisfaction. As the economy improves, these highly marketable individuals are re-examining their career options. Will your organization risk losing this talent and your investment in valuable human capital? Or will you retain, develop and attract a highly motivated leadership talent pool?

Who Will Benefit

The **High Potential Leadership Development** is a powerful process for motivating, developing, and retaining High Potential leadership talent.

The Focus

The **HiPo Leadership Development Center** will enable your organization to 1) obtain a cross-functional view of HiPo leadership talent, and 2) generate actionable, developmental information about the organization's talent pool.

Simultaneously, High Potential participants will receive *immediate* feedback and development recommendations to strengthen their leadership capability and readiness.

Each candidate's feedback is summarized in a written report following the program for use in ongoing development planning.

Key Content

- Rigorous, fast-paced 3-day program
- Trains client managers/leaders as Observers; so no need for extra outside time on their part.
- Working alongside our professional assessors, your managers/leaders will gain an excellent perspective on your HiPo talent pool.
- Focuses feedback on leadership skills related to business performance and accountability to strengthen participants' leadership capability and readiness
- Participants receive feedback after each activity throughout the program; includes a 1.5 hour individual live feedback session at the end
- Developmental recommendations provided to participants during live feedback sessions as well as in written reports.
- Written Participant & Manager Reports provided following the conclusion of the program.
- All programs are tailored to address the unique needs of your organization.

(continued on reverse)



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Outcomes

By implementing the **HiPo Leadership Development Center**, your organization will:

- Rigorously evaluate the potential of highly valued individuals
- Support your succession planning efforts with specific information and details on targeted candidates
- Provide your High Potentials with instant and actionable feedback for developing their leadership strengths and development areas
- Tangibly demonstrate the organization's commitment to your High Potentials' future and development

Delivery

The Advisory Alliance's **HiPo Leadership Development Center** is conducted over 3 days for 4 to 8 High Potential participants per center.

Day 1 holds training for observers (client leaders/managers) in the morning, and participant interviews in the afternoon (conducted by our consultants).

On Day 2, participants go through a selected series of simulations (realistic leadership job events). In the evening, our consultants and the observers consolidate their observations to determine results.

Day 3 is reserved for individual feedback sessions, and all participants leave with the knowledge of how they performed in the simulations, as well as insight into their strengths and development needs.

In several weeks, participants and their managers receive a detailed report, summarizing performance and development suggestions.

About Us

The Advisory Alliance develops high-potential leaders in talent-driven companies and organizations. We provide custom services for enhanced Leader & Manager Development, Executive Coaching, and Succession Planning.

Our clients are from the public, private, and non-profit sectors, across diverse industries. Services are delivered by our consultants based in New York, Princeton, Greensboro, Savannah, Dallas, Denver, and San Francisco, as well as through our national Advisory Alliance network.