



## Coaching High-Potential Leaders Investing in the Future

### **An Introduction**

The vital need for leadership talent continues to escalate. Rapid growth, retirement of key executives, and shifting competitive landscapes make high-impact development for future leaders more crucial than ever.

### **Description**

High potentials are one of an organization's most valuable resources. Simply Life India's coaching for high potentials offers future leaders a way to effectively meet today's challenges while developing the skills critical to tomorrow's success.

Through our extensive experience we've determined that a critical success factor for high potential leaders is their ability to become first-rate learners. When future leaders develop a learning mind-set, they reap maximum benefit from the coaching process and continue to leverage all of their experiences to grow and develop throughout their careers.

Other essential issues for these leaders include:

- Developing a versatile leadership style. Regardless of strong natural talents, these high-potential leaders must possess the emotional intelligence and skills to adapt their leadership approach to individual, situational, and organizational needs.
- Building strong teams and empowering others. This moves high potentials beyond simply relying on their own talents to creating cohesive, effective, talented teams that produce results.
- Managing career progress, including entering and exiting jobs with finesse. This empowers high potentials to build lasting relationships and ensure the ongoing success of the teams they leave behind as they move through the organization.



## **How It Works**

Developing leaders capable of stepping into the highest positions five to ten years in the future requires a long-term commitment. Coaching typically takes place over a two-year span that includes a series of developmental experiences.

Together with the leader's organizational sponsors, the coach plans an effective mix of one-on-one coaching, on-the-job experiences, educational programs, readings, reflection, networking, and action assignments that accelerate learning and round out the necessary set of skills.

## **THE FIRST STEP IS A THREE-PART ASSESSMENT**

- Objective appraisal of the person's skills, personality, and work style, including 360-degree feedback from others
- Self-assessment and guided reflection to clarify motivation, career goals, expectations, and personal values
- Analysis of the organizational context to identify possible future roles and relevant success factors along the way

Based on the assessment data, a customized development plan is devised that is tailored to fit the person's specific needs, learning style, and opportunities. This integrated multi-year plan ensures that key lessons are introduced and reinforced appropriately.

## **THE COACH PLAYS VARIOUS ROLES TO ENCOURAGE COMPREHENSIVE LEARNING**

- Providing one-on-one coaching, mentoring, and skill-building
- Helping participants extract maximum learning from each experience by planning in advance and reflecting afterward
- Providing accountability to keep participants focused on their learning agenda
- Action planning to ensure that new skills and capabilities are put into practice effectively



- Every six months, the coaching team reviews progress, summarizes lessons learned, and fine-tunes the next steps of the development plan.

### **BEST SUITED FOR**

As a supplement to existing talent succession management, high-potential coaching focuses on the organization's most critical talent pools, including:

- Leaders with the potential to advance two or more levels
- Leaders with the right character and capabilities to reach the senior executive level
- Talented employees from groups that are underrepresented within the organization
- Leaders with skills that are most frequently recruited by competitors or that are otherwise in short supply within the current labour pool

Savvy organizations are focused today on the development of their leaders for tomorrow. They know their future success depends on their ability to identify, develop, and retain high potential leaders.

Specialized coaching from Simply Life India offers a proven way to supplement organizational programs with individualized, customized, high-impact development.

**For more information on how we can help your company gain a leadership advantage, call your local Simply Life India office or visit [www. Simplylifeindia.com](http://www.Simplylifeindia.com).**