LEADERSHIP DEVELOPMENT

Career Builder

Your high potentials and their leaders build a development path together, so the HiPo investment pays for years instead of a quarter.

"Our leaders are not ready for what is coming." "We cannot tell who is ready to lead."

WHO IT IS FOR

LEVEL
High potentials, Mid-level leaders, Senior leaders

GROUP SIZE
Under 20 · 20–60

TIME
Anywhere from 60 minutes to 2 days

FORMAT
In person · Virtual

LANGUAGES
English

BUSINESS OUTCOME
Talent insight, Alignment

WHAT HAPPENS

Foundations puts high potentials to work on their own path: strengths, the gap to the next role, and the projects that close it.

The Enhanced option brings their leaders into a half day on the war for talent and how to keep the people in the room.

Integrated adds a follow-up half day where the plan meets reality and gets revised.

WHAT CHANGES

- HiPos see a path instead of a label
- Leaders know how to keep them
- Development tied to real projects
- Retention of the people you cannot afford to lose

HOW WE MEASURE

The team leaves with a written action plan, each item tied to a name and a date. Thirty days later we check which items moved and report that back to the sponsor.

HOW IT FITS WHAT YOU HAVE

Maps to the competency model you already use. Runs as a module inside an existing leadership curriculum or as the immersive anchor a curriculum is missing. Reinforcement assets load into your LMS.

INVESTMENT

$10,000 per day

Per delivery · same number in USD, CAD and EUR

Foundations is one full day for HiPos. Enhanced adds a half day for the HiPo's leader. Integrated adds a half-day follow-up. Each half day is $5,000.

Formats: anywhere from 60 minutes to 2 days. One Facilitator day covers everything up to a full day at the investment shown; a second day adds $10,000.

WHAT IT INCLUDES

- A one-hour Joint Solution Design call, where you choose what your Participants experience
- Your Blueprint, the design for your delivery, reviewed by you before anything is built
- A Participant Manual matched to that Blueprint

PROOF

TD Bank

Retained key talent and prepared it with pathways across the organization

Schedule a 25-minute walkthrough

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