Developing High Potentials

What To Do After the Talent Review



It is important to **act** on high-potential talent while it is still in your power to do so. Internal hires tend to **outperform** compared to external hires, and **stay longer** than similarly performing external hires.[1]



Most high potentials are **skillful individual contributors** with little to no experience leading teams.[2]

Giving them challenging and new **leadership assignments** increases **trust** and displays their **value.**

Most high potentials crave a **clear career path.** Show them how they can **continue learning and growing** in your organization.[3]



Leadership development plans that include

- **Challenge Assignments**
- **Collaborating with Peers**
- **New Responsibilities**

can be beneficial and act as a **roadmap of experiences** that will take them to the next level.[4]

Don't waste your high potentials by not developing them. Be the one to ***unleash their full potential.***

Short **leadership certification programs, 360-degree assessments** with debriefs, or attending **workshops and networking events,** can be less resource-intensive ways to show your high-potential employees that **you value them.**[4]

References

1. ILR study tests why internal hires outperform external hires | Cornell Chronicle
2. How to Help Superstar Employees Fulfill Their Potential | Harvard Business Review
3. High-potential Talent A View from Inside the Leadership Pipeline | Center for Creative Leadership
4. Don't Let Your Talent Review Become a Binder on the Shelf | Turknett Leadership Group