



# From INDIVIDUAL CONTRIBUTOR to CEO



How **anyone** can become a leader

Only 30% of managers

report confidence that their organization has a **strong leadership bench.**

70%

There is a **disconnect** in what we

say that **their talent reviews do not drive talent development.**

assess

develop

promote



which leads to **stagnation, frustration,** and ultimately, **weak talent decisions.**

External hiring is not always the solution. Outside hires are **paid 15% more & leave voluntarily 4 times more often.**

But the answer **isn't** internal promotions alone



The key is recognizing someone's **readiness for the next step, not their technical expertise.**



## How do you **determine** someone's readiness?

We must focus on the



**Skills**



**Knowledge**



**Abilities**

that differentiate **successful and unsuccessful performance** in each role

By creating a **roadmap** of the skills, knowledge, abilities, and even experiences required at each step of an employee's career, we build a team that **speaks the same language, has clear direction, and understands what it takes** to advance.

When people can see their **entire career laid out**, they feel more **confident, committed, and engaged** at work.

By implementing a **skills-based competency framework**, you prepare everyone for not just the next step, **but their future.**

### References

1. [A Better Approach to Talent Reviews | Gartner 2024](#)
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3. [How Internal Promotions Promote Organizational Loyalty | Journal of Applied Psychology 2025](#)
4. [High Performers = Better Leaders? | Journal of Business and Psychology 2023](#)
5. [Strength from Within | Organization Science 2020](#)