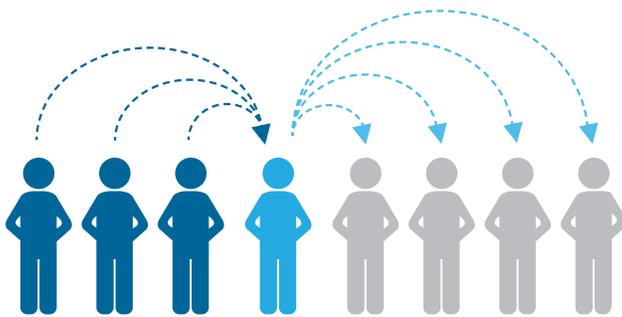


HIGH POTENTIALS

In high-potential programs today, the air of exclusivity should be replaced by a more open, collaborative environment where all leaders are challenged to elevate their own competencies and contribute to the development of others. A larger percentage of the workforce should be invited to participate, increasing the leadership bench strength of the enterprise and helping organizations develop more creative and collaborative self-starters as leaders.

HOW DO YOU INCREASE YOUR HIGH-POTENTIAL TALENT POOL?

By giving them access to a wide array of mentoring and learning relationships through River, so they can get the knowledge and development they need... when they need it.



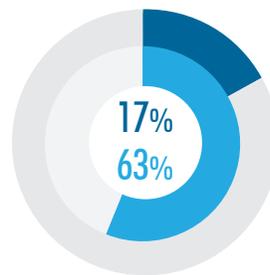
High-potentials will then give back through River, becoming mentors and advisors themselves...and learning how to become leaders in the process.



84% of high-potentials actively identify and develop potential in others.

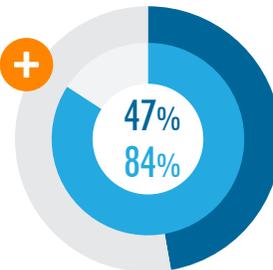
Source: "High-Potential Talent" by Center for Creative Leadership, 2010

DID YOU KNOW?



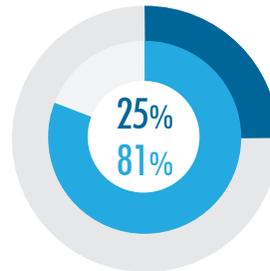
Only 17% of companies use social business technology to identify internal talent to a large extent, but 63% say it is important for them to improve that.

Source: MIT Sloan Management Review, 2013 Research Report, "Social Business: Shifting Out of First Gear"



Nearly half (47%) of talent management professionals said their current high-potential talent pool did not meet their anticipated needs, even though 84% said the demand for high potential employees has increased in the past five years.

Source: UNC Leadership Survey 2013: High-Potential Leadership, UNC Kenan-Flagler Business School



One out of four high-potential employees plan to leave their current companies within the year*, and 81% of people feel their skills are under-utilized**.

*Source: 2010 Corporate Executive Board Study

**Source: Lumesse Global Workplace Survey, 2011

Have you implemented any of these?

BEST PRACTICES

- Shift learning from content-focused platforms to collaboration-driven platforms.
- Empower employees to direct their own learning to align with immediate needs present in the changing business environment.
- Encourage cross-departmental and cross-organizational learning opportunities to foster creative solutions.

UNLEASH THE POTENTIAL

Increase the leadership bench strength of your enterprise and develop more creative and collaborative self-starters as leaders. Contact us to get your knowledge flowing.