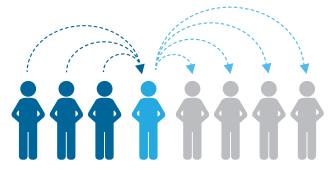
### **HIGH POTENTIALS**

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%

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

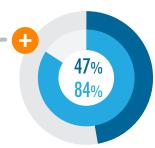
Source: "High-Potential Talent" by Center for Creative Leadership, 2010

#### **DID YOU KNOW?**



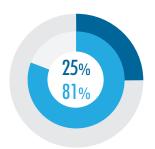
Only 17% of companies use social business technology to identify internal talent to a large extent, but 63% say it is important for them to improve that.

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\*\*.

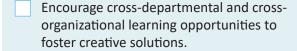
\*Source: 2010 Corporate Executive Board Study

# 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.





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.



<sup>\*\*</sup>Source: Lumesse Global Workplace Survey, 2011