



High-Potential Development: Evolve Leading Talent into Greater Leadership Roles

A function of succession planning, development of high-potential employees should not be left to chance. Forward-thinking organizations look ahead to the very long term, taking into account replacing not only current executives but their successors. To be able to implement such a program requires vision and ultimately committing to an end-to-end competency-based process, from sourcing talent through recruitment, job placement and ongoing talent management and development. It also requires planning, investment and buyin from senior management.

To design a high-potential development program, we bring stakeholders together to look at alignment in four major areas: urgency and importance, the current state and current issues, the targeted audience and leadership accountabilities, and approaches and recommendations.

Among the areas we consult on are:

- * Selection of candidates for the program
- * Candidate assessment
- * Experiential (on-the-job) training
- * Classroom training
- * Coaching and mentoring
- * Milestones and measurements
- * Follow up and review
- * Compensation and promotion
- * Program completion
- * Senior leader role/time commitment

About Us

Since 1989, JDA has focused on improving the performance of the world's top companies. Its services span skill-based training, leadership development, executive coaching and team alignment. Through JDA's expertise and unique "Performance-Sustaining" process, the company creates more than change—it enables long-term shifts in individuals, teams and performance levels.

Working with business leaders such as Deutsche Bank, Morgan Stanley, Kroger, Kraft, UBS and Roche Pharmaceuticals, JDA has enabled measurable, sustainable improvements to performance across many sectors and success metrics including productivity, communication, morale and sales. For more information, please visit: www.jdainternational.com.