Leadership Development

Cultivating leadership talent in order to shape strategy and drive growth

Problem statement

- In light of my organisations' growth aspirations, which roles are expected to drive most value and how do we best resource them?
- Is my organisation's leadership pipeline or bench strength equipped to sustain growth aspirations?
- In the future, what could be the critical knowledge, skills or attributes expected from our leaders?

- How can I ensure that people with the right capabilities and competencies are in the right place now and in the next 3-5 years?
- Who will lead my key SBUs going forward? Can they be better equipped to meet the job requirements?
- How can I equip my organisation to identify talent with high potential and groom it to take up leadership roles of the future?

Growth of many organisations gets 'stalled' at some point in their lifecycle. In

87% *of these cases, the reasons are attributed to the leadership team's inability to comprehend ambiguity and make judgments in situations of uncertainty.*

*- **Stall Points**, Harvard Business Review*

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How we can help

Effective Leadership Development not only fuels organisational growth but also breathes life into it's culture and gives shape to it's overall strategy. We understand the impact of leadership on organisational success and factor these linkages in our approach to designing leadership strategies and implementing processes that drive the accelerated growth and transformation of high potential talent.

Areas of work

Leadership strategy

- Identifying strategic imperatives of the organisation and it's implications on leadership

- Identifying those roles which are business-critical and those that add disproportionate value in order to priorities them for leadership development interventions

- Identifying skills that will be critical to leadership success; use these to develop leadership competency framework

Continuity and governance

- Suggesting and implementing process and policy interventions to ring fence leadership talent

- Creating strong governance mechanisms to ensure smooth implementation and continuous improvement of the leadership development framework

- Monitoring the health of leadership development interventions on a periodic basis against key talent metrics. Implementing suitable modifications as needed.

Leadership development

- Assessing future incumbents of pivotal roles against framework/s to identify skill gaps and HiPo talent

- Building talent and succession pipelines against critical roles and build meaningful career paths for HiPo talent

- Identifying and countering gaps in each through training or external hiring and job enrichment respectively

- Building a leadership development architecture based on skills and capabilities that are identified as necessary for leadership success

- Building curriculum and course content that is compatible with aspects of instructor led-training, action learning, coaching, e-learning, etc.

- Managing execution of the project and delivering large leadership development initiatives

Benefits to the clients

- We create a leadership strategy that drives critical strategic outcomes

- We help develop high potential employees for leadership roles

- We build career paths, development interventions and governance mechanisms to ensure sustained leadership development

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