

## High Potential Development

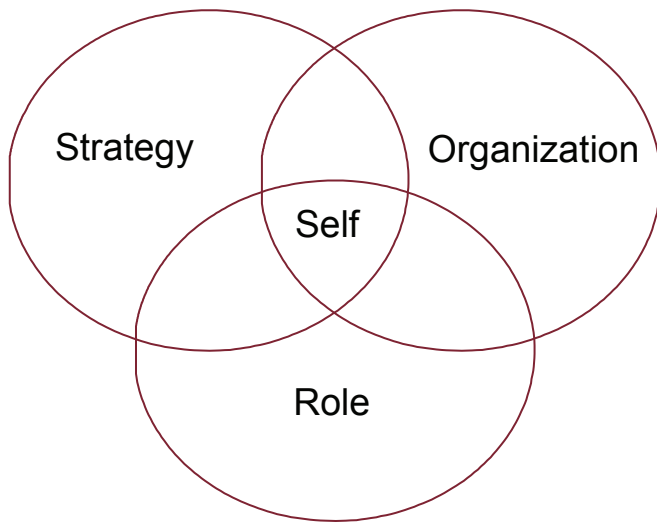
Tapping into employee potential is the difference between good and great performance. Companies need to define what is expected of high potentials and then assess employees against expectations to support them with development in achieving those objectives.

### Defining High Potentials Qualifications

Organizations are not static. Expectations for roles change based on organization needs. Considering all the players on the team also impacts what is expected of each person and the roles they play.

If one or all components change, expectations change. When someone takes on a new role or joins a new team or the organization faces new challenges, new demands are placed on the individual.

Organizations also find that senior executives do not agree on what defines high potential. Getting senior leaders aligned with what is expected enables an enterprise approach to recognizing high potentials and creating rotational assignments that support development.



## High Potential for All

We have found that organizations differ in what they assess and communicate to their employees regarding their high potential program. We believe high potential programs can result in challenging and developing all employees when these four interdependent components are examined.

Kensington International supports organizations in identifying and developing their high potentials to meet current and future organization needs. Our process works with senior executives to objectively define what it means to be high potential. Once expectations are defined, we support the organization in assessing and developing individuals.

### Defining Expectations

Ideally, setting expectations at the strategic level, then organization, then role will allow an organization to define what is needed to achieve its goals and objectives. Being able to define these expectations out into the future will also allow time for the organization to develop employees to meet the needs of the business.

### Assessing Individuals

High achieving individuals develop and leverage their strengths, applying them in the right way to meet the needs of the current challenges. Will those same strengths bring them success in meeting future challenges? How will high achieving individuals manage challenges that require skills they have not demonstrated or are uncomfortable with? Our assessment process examines skills, behaviors, motivations and emotional intelligence that give us insight into what employees need to develop to be successful in new situations.