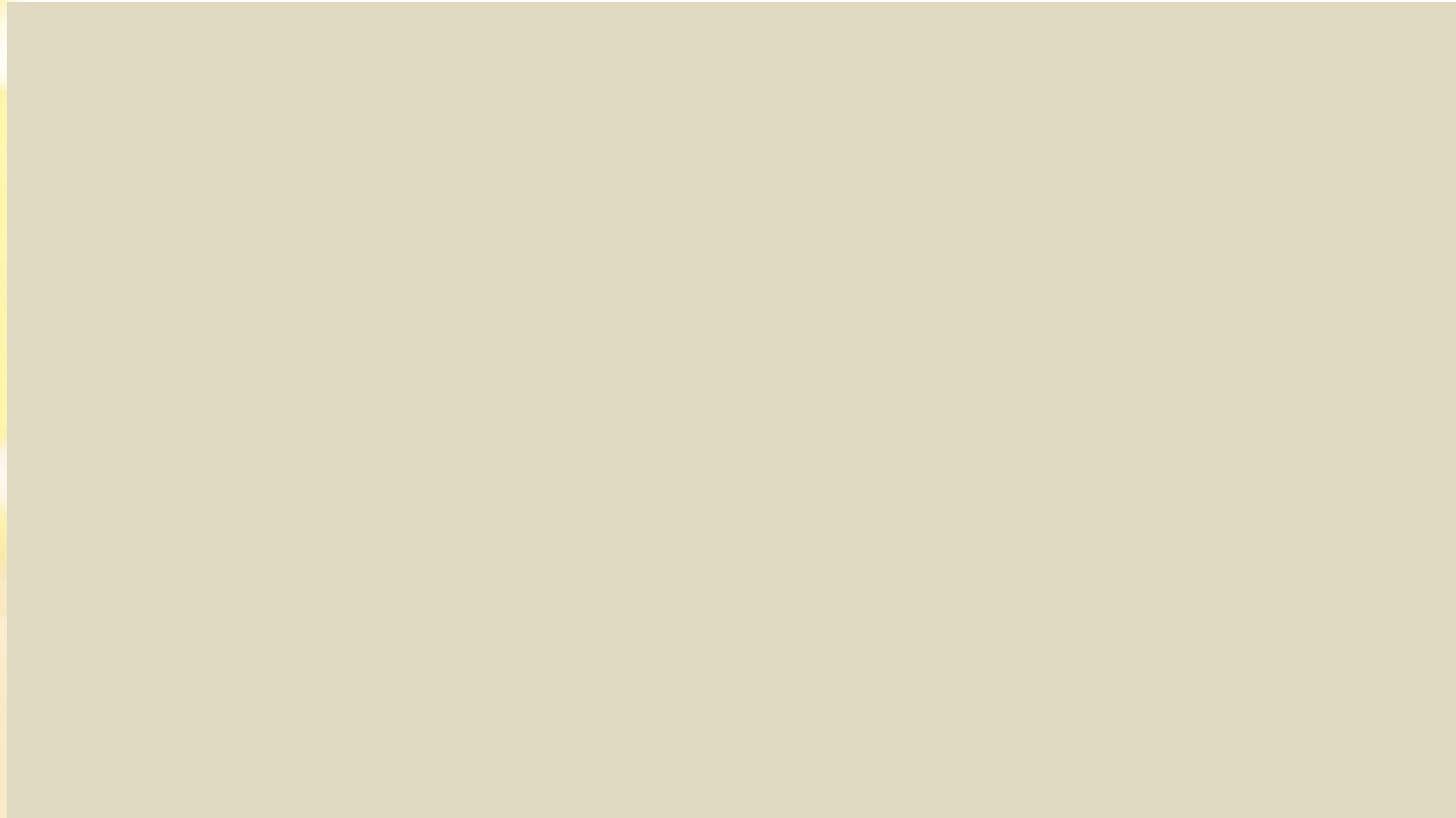




**Identifying Today's Talent and
Preparing them for Tomorrow's
Success**

the future of work



**If your organisation does not think about
or plan for the future of work, then it will
have no future**

**Jacob Morgan,
Futurist and Author of “The Future of Work”**



10 traits of the most talented employees

- **Good communication and listening skills**
- **Strong work ethic**
- **Positive attitude**
- **A yearning for learning**
- **Open to feedback**
- **Innovative spirit**
- **Resourceful**
- **Shows initiative**
- **Flexible embracer of change**
- **Ability to work with diverse teams**



5 predictors of potential

- **Motivation**
- **Curiosity**
- **Insight**
- **Engagement**
- **Determination**

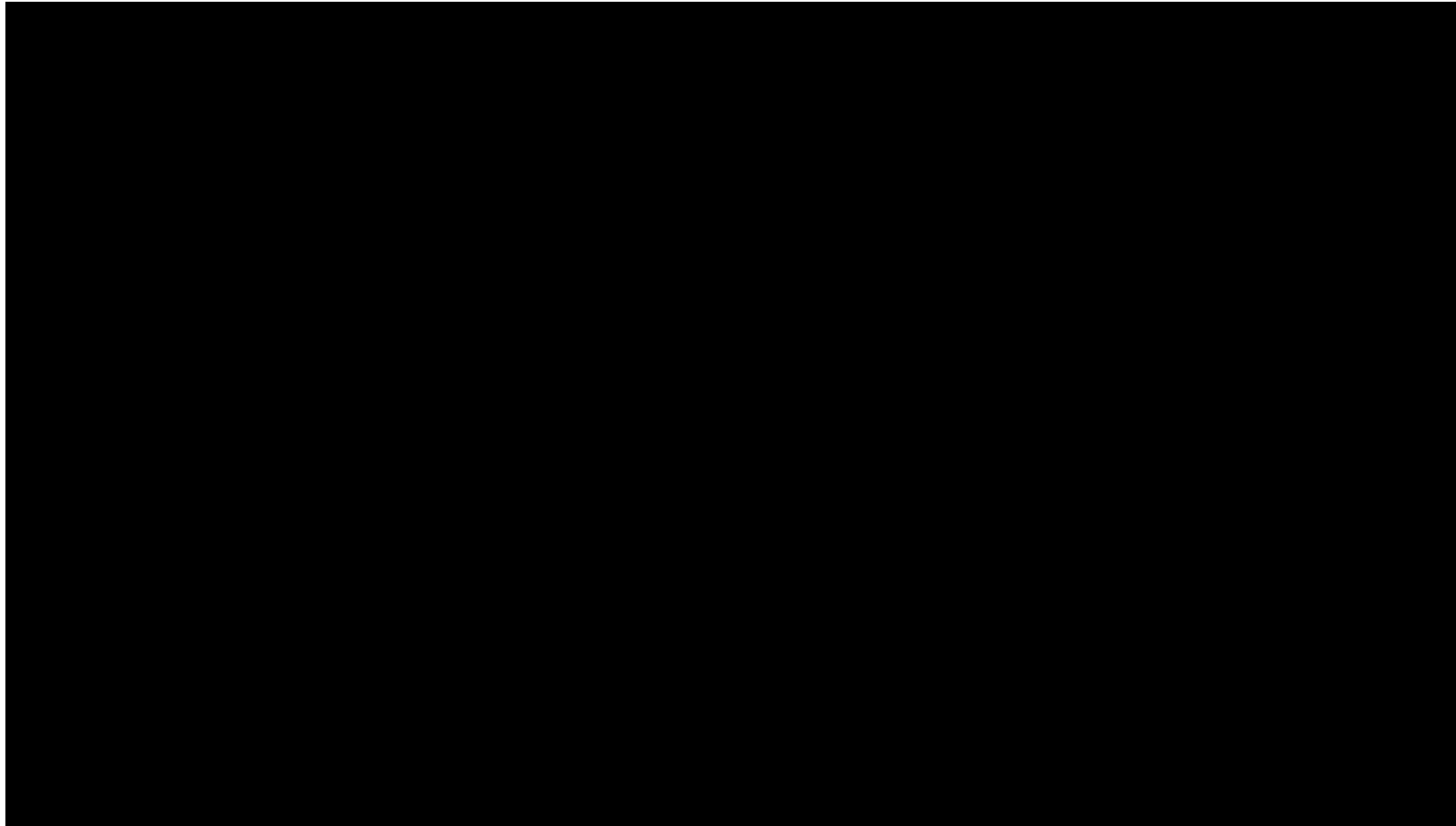


basic building blocks of potential

- **Thinking beyond boundaries**
- **Curiosity and eagerness to learn**
- **Social understanding and empathy**
- **Emotional balance**



the responsive organisation



4 imperatives to engaging & retaining HiPos

- **Equip your managers to surface critical engagement risks**
- **Require HiPos to commit to the organisation**
- **Align HiPos and senior leader expectations for compelling HiPo career paths**
- **Provide high risk opportunities in a supportive environment**



implementing a high potential programme

- **Specialised leadership development tracks**
- **Multi-disciplinary rotation programme**
- **Unlimited learning opportunities**
- **Leverage technology**
- **Action learning**
- **Mentoring**



high potential development programmes

- **The sooner we start focusing on early-stage HiPos, the greater their impact will be on the organisation**
- **There are numerous cost efficient techniques now available to enable companies to develop large numbers of early-stage HiPos with limited budgets and resources**
- **We can't afford not to implement programmes for internal HiPo development**



**Failing to prepare =
Preparing to fail**

Joe Abusamra
VP of Product Marketing, Acendre.com

