

DR. KAREN'S TOP 15 PURE GOLD LEADERSHIP TIPS FOR CREATING A CULTURE OF DEVELOPMENT

In times past organizations thought about Succession Planning as a process of identifying a few select individuals to fill key future job vacancies. Those anointed for these select positions were individually mentored and groomed by the one they would ultimately replace. In modern times, when it's the norm for leaders to regularly move from one organization to the next, companies can no longer approach succession planning as they did in the past.

Organizations that create a culture of development are more likely to attract, retain, and develop more of the right people for whatever future vacancies exist. A culture of development is one where each person has the opportunity to be fully developed to the level of their potential. An effective developmental culture is multi-faceted and includes the simultaneous use of many tools and strategies. My top 15 tips to achieve this culture are:

1. Determine the business objectives and strategy you will implement for the future
2. Specify what jobs will be needed to successfully implement the future strategy
3. Identify the relevant leadership skills and competencies for each job identified
4. List multiple prospective candidates for each job
5. List multiple prospective jobs for each candidate
6. Develop a pool of future leaders for a pool of future positions
7. Conduct regular career planning sessions and identify development goals with high potentials
8. Use specific jobs to stretch high potential leaders so that new skills and abilities are learned
9. Assign task-force, committee, cross-functional team leadership positions and other opportunities to further develop skills and expose candidates to a more strategic view of the organization and the thinking of senior leaders
10. Provide regular feedback and coaching on technical job performance as well as on leadership skills
11. Develop customized training programs to address common issues
12. Use leadership and style assessments to establish baselines for strengths and development needs
13. Use the development process to assess who may be good fits for a variety of jobs
14. Refine and update your information as new data comes in- this is a fluid process
15. Enjoy being seen as a best place to work because you invest in the leadership development of your people

FOR INFORMATION ON HOW TO CREATE A CULTURE OF DEVELOPMENT
CONTACT TRANSLEADERSHIP, INC. AT 719-534-0949, EXT. 1

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