

## DR. KAREN'S TOP 10 PURE GOLD LEADERSHIP DEVELOPMENT TIPS FOR HIGH POTENTIALS

Gone are the days when employees have the luxury of passively relying on the organization/company to plan their career moves and development. Today's leaders must be responsible for their own career success. If you want to grow and develop and ensure future opportunities as a high potential leader, the onus is on you to make it happen. You will need to be systematic and strategic in putting together a viable development plan. Listed below are my top 10 leadership development tips for high potentials:

1. Think about where you want to be in the future- the type of job and influence whether or not in your current organization
2. Identify current strengths and development needs with respect to that future vision
3. Identify additional skills and competencies you will need to develop
4. Specify what you can learn from your current job
5. Find task forces, committees, special projects, or other extra duties that can teach you some of these skills. Also think about and include your volunteer activities outside of work.
6. Identify next jobs that will also help you to further develop your leadership experience and skill. Sometimes the best job may be a lateral move if it positions you to learn and keeps you in the center of the action. Not all promotions are beneficial.
7. Learn and get ongoing feedback from mentors, skilled peers, and internal and external coaches you select as members of your personal leadership development team
8. Meet regularly with your boss for buy-in, input, development recommendations such as leadership education or training programs, and feedback on your personal development
9. Lead and develop your own direct reports in this manner and also learn from them and their feedback
10. Take advantage of opportunities to spend time with senior leaders/executives in meetings, doing presentations, or other venues that will help you to further develop executive presence and thinking

FOR MORE INFORMATION ON HIGH POTENTIAL DEVELOPMENT  
CONTACT TRANSLEADERSHIP, INC. AT 719-534-0949, EXT. 1