



Future Leadership Development Program : Developing a High-Potential Leadership Pipeline

Client

Client is a manufacturer of electric motors and power transmission components with manufacturing, sales, and service facilities throughout the United States, Canada, Mexico, Europe and Asia, with about 29,000 employees. As of year 2021, the company is ranked 763rd on the Fortune 1000, and was the 17th largest corporation in Wisconsin, Milwaukee

Needs

The client aims to establish a robust regional leadership pipeline by nurturing 54 high-potential leaders, identified as "Hyper Hi-Pots" through rigorous assessments. This program is envisioned as a strategic initiative to develop these leaders, equipping them to seamlessly step into higher roles as opportunities emerge, ensuring sustained organizational growth and leadership excellence.

Approach

For their need we designed a comprehensive 8 months Journey "Future Leadership development Program" focusing on 11 predefined competencies, structured into four distinct modules delivered over 8 months. Each module is scheduled two month apart, ensuring a paced and structured learning journey.

To enhance learning sustainability and application, the program integrates targeted nudges at key intervals—15 and 30 days and check-ins at 45 days post each module. These interventions reinforce key concepts, promote consistent practice, and ensure measurable progress throughout the program duration.

Impact

Participants exhibited **high levels of engagement** and actively participated in discussions and activities, demonstrating strong teamwork and bonding.

The session successfully met its objectives, enhancing participants' understanding of **strategic thinking** and **stakeholder management** through real-world examples

Activities like **PESTEL Analysis, Stakeholder Mapping**, and **Strategic Planning** exercises allowed for practical application, fostering a deeper grasp of concepts.

Participant feedback suggested that the interactive format contributed to the session's high impact and left a lasting impression.

Participants demonstrated a 2% increase each in Situational Leadership and Creating Followership after completing the program

All seasons are valuable for our company and my personal development
Overall training session was awesome. Will plan in Year Once for motivate to team