



Caliper High-Potential Employee Development

THOUGHTS TO CONSIDER

- *Filling positions internally cuts down on ramp-up time, lost productivity and hiring costs.*
- *Retaining leadership talent is both a strategic and economic necessity—now more than ever.*
- *You cannot implement your strategy without the right leadership.*
- *Employee Development fosters both leadership growth and retention.*

In a challenging economy, keeping your top performers growing, energized and motivated should be your first priority. Retaining leadership talent is both a strategic and economic necessity.

When balance sheets are daunting and the bottom line leaves you shaking your head in disbelief, it becomes all too easy to put employee development initiatives on hold. Given the numerous things you need to spend money on—why this? Why now?

In a tough economy it becomes necessary to analyze your company's assets so that you can maintain your edge. As you look at the products and services you offer your clients, it's crucial to understand that everything about your business can be replicated by your competitors—everything, that is, except your people. That's the one thing that can set you apart. And now is the time to invest in your people.

Questions to ask yourself:

- Are you ensuring the retention of your top performers?
- How many of your top people would "jump ship" if they got the chance? Now, more than ever, can you afford to lose them?
- People on your staff are expected to do more with less. Are they up to the challenge? Who is—and who isn't—and how do you motivate them?
- Have the business challenges faced by your top leaders changed significantly over the past few years?
- Do you have the leadership "bench strength" required to guide your company profitably into the future?

Businesses that survive challenging times will be those that identify and develop the leaders of tomorrow. High-Potential Development programs are essential to ensuring that your organization has the leadership bench strength required to guide your company into the future.

Caliper's High-Potential Employee Development can help you identify and develop talented leaders within your own company to drive your competitive strategy, support your values, and successfully secure the future of your organization.

CALIPER

Real People. Real Challenges. Real Solutions.

“Our Caliper consultants acted as our partners in providing structure and focus to help us accomplish our goals. Together we created a program that has already resulted in internal appointments to the executive leadership team.”

Dave Lawson
Vice President Human Resources
Franciscan Health System

What is Caliper’s High-Potential Employee Development?

In its simplest form, our High-Potential Employee Development involves the growth, management, and retention of a company’s top talent. The focus is on developing and preparing these people to be your prime source of competitive advantage.

There are key positions in any organization, that when left unfilled, will cause turmoil—problems won’t get solved and decisions won’t get made. High-potential employees need to be developed with these key positions in mind. Executive leadership is continually changing. The competencies required for success are growing; cross-functional experience is necessary; and strategic thinking skills and emotional intelligence are demanded.

We are facing the largest leadership shortage of our time—the baby-boom generation is retiring and, most often, their knowledge and experience is leaving with them. In addition, the field of potential leadership candidates has been reduced by downsizing, flatter organizations, and the need for work/life balance.

If your organization does not have an internal strategy to develop your

top talent, you must rely on hiring people from the outside. However, hiring external candidates is not only costly, but studies reveal that a staggering 66% of senior managers hired from the outside usually fail within the first 18 months.

To keep your company competitive and growing, it is important to start planning now, before a staffing crisis occurs.

What does High-Potential Employee Development involve?

The process involves a clear understanding of your organization’s current and future business strategy. Knowing your competitive position in the marketplace along with your growth goals allows for better definition of future leadership needs. You cannot begin to prepare your future executives if you do not know what they will be called upon to do—and what competencies they will need to succeed.

Caliper can help you with everything from assessing and identifying high-potential employees, to partnering with you to design and deliver a custom development curriculum. We will help define the future leadership needs and the competencies required for success.

We can provide the expertise to help guide you in choosing the best plan for preparing your talent for current and future leadership needs. And we can help you measure the progress and success of the program you choose.

Why Partner with Caliper for High-Potential Employee Development?

By working with Caliper to create High-Potential Employee Development, you have the ability to integrate our assessments and processes into your plans. This enables you to measure the potential of any employee to take on more responsibility—and to know whether they have the potential to deliver the kind of leadership you need. Our history, experience, assessments and knowledge are well-established and have stood the test of time.

Dave Lawson, Vice President Human Resources, Franciscan Health System has said of Caliper’s Employee

Development, “Our Caliper consultants acted as our partners in providing structure and focus to help us accomplish our goals. Together we created a program that has already resulted in internal appointments to the executive leadership team.”

When times get tough, it becomes even more important to invest in your top performers. After all, they are the ones who are going to help you weather the storm and emerge on the other side. And this presents a perfect opportunity to give younger, less experienced members of your staff the experience and training they need to step into more senior roles in the future. ■

About Caliper

Caliper can help your company achieve its goals by aligning the talent and potential of your employees with the needs of your business. For nearly a half-century our expertise and accuracy, combined with the depth of our personalized approach, has enabled our consultants to provide the objective insights needed to help more than 25,000 companies succeed.

By helping you hire the right people, manage individuals more effectively and develop productive teams, we are able to bridge the gap between where your company is and where you’d like it to be.

CALIPER
Real People. Real Challenges. Real Solutions.

506 Carnegie Center, Suite 300
Princeton, NJ 08540
609.524.1200
www.caliperonline.com
Email: information@calipercorp.com