



Why your Hi-Po Programs Still Aren't Working

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We Just Love Hi-Potentials!



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Objectives



Enhance awareness of the effectiveness of your company's Hi-Po program



Understand 3 fundamental concepts for successful Hi-Po programs



Identify which fundamental concepts your company needs to implement

How effective is your Hi-Po program?

ACTIVITY

History of Hi-Po Programs

1990s

Began to replace Succession Planning as an investment in building leaders for constantly changing companies



15 years ago companies began investing heavily in Hi-Po initiatives



DDI's Global Leadership Forecast, partnering with The Conference Board and EY - companies spending an average of \$,4,000 and 39 hours per high-potential

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Research

25,812 leaders

2,547 HR professionals

Diverse, global enterprises

2,488 organizations

More than 1,000 C-level execs

10,000 high-potential employees

54 countries & 26 major industry sectors

Source: Global Leadership Forecast 2018 – DDI, The Conference Board, EY

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Results are less than Stellar

65 %

*...of companies have
high-potential initiatives*

68 %

*...of companies say they
are not very effective*

Source: Global Leadership Forecast 2018 – DDI, The Conference Board, EY

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3 Fundamentals for Success

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Right tool for organization culture



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*Place high-potentials
on right assignments*





Provide program entry points for all

Identify which fundamental concepts your company needs to implement

