

HOW'S YOUR Bench Strength?



Do you have
a cadre of leaders
ready to step up
to the next level?

If not, your organization may be at great risk!

GOOD NEWS — WE CAN HELP.

We can partner with you to deliver a proven leadership development program with impressive ROI potential – multiple times your investment — and a powerful learning experience for your next level leaders.

Contact Bj Glover to find out more about how we can use your business priorities and organizational values to **GROW YOUR OWN LEADERS** in a way that's most valuable for your company. Ask about our **Leadership Academy for High Potentials**.

LEADERSHIP ACADEMY for High Potentials

Target Audience: 8-12 High Potentials

Goal: To prepare participants for higher levels of responsibility

Duration: 6 months

ROI Potential: Based on solution implementation and increased talent value

- This company branded Leadership Academy is designed to build robust bench strength in your organization and keep “Success” in your Succession Planning process.
- In a blended learning framework, participants are exposed to hands-on, individual and group activities via in-person and virtual sessions.
- The curriculum includes content critical for higher level leaders based on the organization’s business priorities. Typical topics include business, financial, and political acumen; executive presence; professional communication skills; strategic thinking and planning; critical decision-making and problem solving; as well as ethics and integrity.
- Multi-rater assessments and individual development plans are used as a basis for individual professional and career development planning.
- Each participant is assigned to a capstone project team chartered to solve an actual business challenge identified by your senior leadership. The climax of the program is the formal presentation of its solution to executive leadership by each cross-functional team. The senior executive communicates an implementation decision on each solution.
- The program design incorporates significant opportunities for company involvement through specific roles as team sponsors/coaches and business liaisons; presenters of proprietary company information to participants; networking dinner guests; and project evaluators. The ongoing support and involvement of each participant’s direct manager is a critical success factor as well. Commitments are described precisely in writing and agreed to prior to launch.



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