Hi-Po Engagement

Program Outline

Hi-Po Engagement

It takes time and effort for an organization to identify and cultivate high-potential HiPo candidates for future leadership positions. It makes good business sense for the enterprise to take all necessary precautions to protect its investment.

The Hi-Po Engagement program focuses on Employee Experience. Every high-potential employee needs to receive some tough upskilling, and the program is perfectly tailored to each individual. The program builds or finds experiences for Hi-Pos that will add value to their goals.

To be able to successfully transition into a 21st Century Enterprise, companies need to focus on the development of employees, who have displayed potential to assume unforeseen challenges – not just in today's business context, but tomorrow, with an aim of building future ready leaders. This is generally done through High Potential (HiPo) employee programs.

A one-size-fits-all kind of approach to talent development by the management will not bring the return on investment (ROI) that HiPo programs can bring.

Traditional methods such as a promotion or better pay have become outdated and do not work in preventing HiPos from heading for the exit. Managing top talent poorly can cripple an organization's ability to execute the most robust of business growth strategies.

Organizations need to be telling individuals they are considered high potentials as this brings transparency to the organization's commitment to developing talent, and can help retain them.

HiPo employees bring great value to their organization. Their contributions are as unique as their needs and demands in any development program. For example:

- HiPos are highly career-oriented and future-focused. They need to know their career-path in the organization for their forward progress – such as -development opportunities, future assignments, leadership roles, etc. Prior awareness of the knowledge areas, skills and abilities required to master each job, the number of positions available – can help HiPos envision their next steps in the organization and better communicate their immediate goals.

- HiPos crave challenges and need them to sustain their enthusiasm. They need roles /activities that test their knowledge, provide them with new learning experiences and demand higher strategic thinking.

- HiPos need to be kept highly engaged and are often looking to achieve something big and exceed expectations. To retain them, organizations need to provide the tools, resources, opportunities, and knowledge that will keep them challenged and enable their continued high performance. When these needs are not met, organizations run the risk of losing them to others, who can meet their expectations.

- HiPos need the freedom to perform without feeling micro-managed.

- They need mentorship opportunities with other HiPos and with top -management.

- HiPos seek cross-functional opportunities that provide them exhaustive knowledge of how the entire organization works.

- High potentials also possess a unique motivation and capability to succeed that others might not have to the same extent, which can sometimes lead them to get frustrated and unhappy with their progress.

Objectives

Hi-Po development programs can help your organization in the following ways:

▶ Managing top talent poorly can cripple an organization's ability to execute the most robust of business growth strategies. It prevents this from happening.

▶ Helps HiPos envision their next steps in the organization and better communicate their immediate goals. It keeps them engaged.

▶ HiPos are often looking to achieve something big and exceed expectations. It keeps them motivated.

▶ Help provide mentorship opportunities with other HiPos and with top - management. It gives them the necessary importance.

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Course Module

A typical Hi-Po development program crafted by FocusU comprises:

Thoughtfully curated challenges

Access to resources

Exposure to different kinds of learning

Mentorship under respected leaders

Action learning projects

Performance feedback

Networking opportunities