

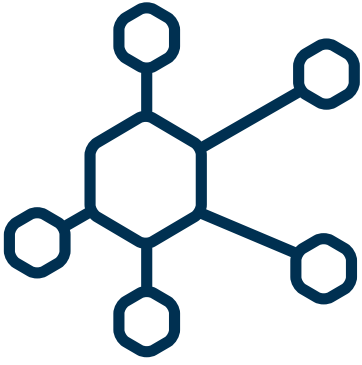
THE WINNING FORMULA
PERSON + MOMENT + PLACE

OUR HIGH POTENTIAL DEVELOPMENT PROGRAM



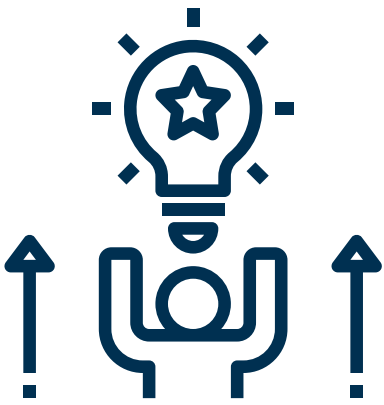
STRATEGIC OBJECTIVES

Understanding your needs, the challenges you have to address, the strategic objectives you need to achieve in order to make your vision a reality. Focus on the variable «time» and the context



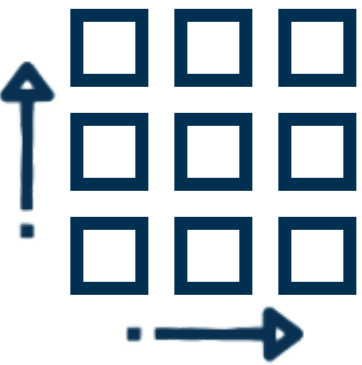
INTERNAL STRUCTURE

Understanding the internal structure, the key areas, roles and projects, and the skills and competencies required to develop your business in a sustainable and successful way. Exploring the variable «place». Establishment of a blueprint for achieving your objectives



IDENTIFICATION OF HIGH POTENTIALS

through an exhaustive and rigorous assessment methodology based on the personality, motivation, level of emotional and social intelligence as well as cognitive faculties. Here we are exploring the variable « person »



SYNOPTIC GRID

Preparing a synoptic grid that maps on one axis the performance, and on the other, the potential, as well as the level of interest, motivation and commitment of the people concerned by the HiPo program, to determine which action plans to activate



DEVELOPMENT PLANS

Establishing development, mentoring and/or coaching plans for HiPo's to enable the best possible support and transition from one role to another



CANDIDATE SELECTION

Selection of those candidates in the HiPo pool with the best fit to fill strategic positions or ensure succession



ONBOARDING

Setting up a transition plan (on-boarding) when taking on a new role, a new responsibility or a new project, as the first 100 days are critical