

Developing Leadership Talent

Truly successful leadership development ensures that the following three factors are considered and maximised. Once these have been considered you can start to explore what kind of experiences would be useful in relation to the employee's experience and level in the organisation.

1. Firstly consider the leverage of employee relationships. By ensuring your leadership talent is surrounded by high quality direct managers, colleagues and direct reports you can significantly boost their potential and likelihood of success. Conversely, not taking advantage of this lever will significantly increase the chance of disengaging potential talent and potentially cause them to exit the organisation. Mentors can play an important role in maximising this lever.
2. Customised, structured and achievable development plans make a positive difference to employee potential. Use the structure of the Smiths Development Plan to assist you in this area.

You can also refer to the Smiths Leadership Development Guide that relates to the Smiths Competency model. This contains some suggestions of targeted development activities for each of the 8 competencies.

3. When facilitating commercial developmental moves such as special projects or cross functional moves ensure the experiences are structured around identified key development elements such as people management skills, management of change, problem solving, developing strategy or influencing. Identifying structured and planned development around leadership skills whilst being in a role that provides challenging commercial experiences is key to making the link between leadership behaviour and execution

