

L&D EXPERTS
TO OPTIMIZE
TALENT



DEVELOPING TOMORROW'S LEADERS TODAY

Do you have the resources
to retain your best people and
promote from within?

CREATE CAREER PATHS FOR DEVELOPING LEADERS

Succession management must be a part of an organization's overall business strategy. A dynamic organization is one where leaders are promoted, and employees are developed.

PROMOTE A CULTURE WHERE CHANGE IS EXPECTED AND WELCOMED:

- Show current leadership where they fit into succession management strategies.
- Develop leaders from employees whose values are in alignment with the company's vision.
- Share goals and initiatives for the company's long-range success.
- Clearly communicate expectations of tomorrow's leaders.

**THE ONLY CONSTANT IN BUSINESS IS CHANGE.
EMBRACING CHANGE IS ESSENTIAL TO YOUR
LONG-TERM SUCCESS.**

BEGIN WITH VISION

Only by knowing your ultimate goal can you put a successful plan together to develop employees who show promise.

Keep your attention on what you wish to achieve not what you must avoid.

**FOCUS ON VALUES –
NOT JUST AVOIDING MISTAKES**





DO MORE WITH LESS

In today's lean business environment, you have fewer resources to work with, but expectations are as high as ever (or higher).

Your L&D department might be stretched thin, or there may be no formal management training program.

You need to get people up to speed faster and with less training, making it more important than ever to identify those with the skills and drive to be placed on the fast track.

**STRONG LEADERSHIP IS MORE CRUCIAL
THAN EVER IN INCREASINGLY
COMPLEX ORGANIZATIONS**

LEARN TO RECOGNIZE FUTURE LEADERS



INVEST IN
MAXIMIZING
EMPLOYEE
POTENTIAL

Developing leadership from within the ranks can be one of your most important tasks as a manager.

Identify potential leaders by noting who steps up and immerses themselves in projects without being asked.

Internal leadership development provides you with a source of managers who have learned the company from the ground up, who buy into your vision and are committed to helping you realize it.

Retain your best people by showing them they have a future within the organization and need not go elsewhere to climb the career ladder.

PROTECT THE INVESTMENT YOU MAKE IN EACH EMPLOYEE BY DEVELOPING THEM TO THEIR MAXIMUM POTENTIAL.

MENTOR TO LEADERSHIP SUCCESS

Train future leaders by pairing them with current leaders. Veteran leaders have a great deal to share. Pair each developing leader with an experienced team member to teach them success strategies and company culture.

TIME IN SERVICE DOESN'T MAKE SOMEONE A GOOD MENTOR.

Select mentors who are eager to pass on their accumulated knowledge.

DON'T UNDERESTIMATE THE VALUE OF INSTITUTIONAL KNOWLEDGE.

Consider job sharing to help potential leaders pick up intricacies of leadership you may not think to teach.

BUILD A KNOWLEDGE BASE.

Commit your current leadership team to document their best practices to pass along to developing leaders.

**TODAY'S LEADERS HAVE THE EXPERIENCE TO
HELP TOMORROW'S LEADERS SUCCEED.**

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LEADERSHIP TRAINING AS TALENT MANAGEMENT

Create a long-term development plan for each new hire.

It improves retention and ensures you get the most from each employee. Becoming a good coach and mentor should be an important part of every leader's responsibilities.

LEADERSHIP TRAINING BEST PRACTICE STEPS:

1. Identify talent
2. Build a development plan
3. Create a timeline
4. Enlist a mentor
5. Draft a coaching/feedback strategy

**WHEN EACH EMPLOYEE WORKS TO THEIR FULL POTENTIAL,
THE INDIVIDUAL AND THE ORGANIZATION BENEFIT.**

MANAGING CHANGE WITHIN THE ORGANIZATION

The key to managing change is to build a culture of continuous learning where change is expected. Every employee should know that and that adapting to changes in markets and technology is non-negotiable.

KEEP COMMUNICATION OPEN

Involving the team in changes is the best way to achieve buy-in and smooth the transition.

ANTICIPATE RESISTANCE

Expect some employees to dig their heels in. Have a strategy in place to bring them along.

BRIDGE THE GENERATION GAP

Older employees have witnessed and survived multiple changes over the course of their careers.

Young leaders easily adopt technological changes. Show them that changes within the organization are just as essential.

CHANGE IS PART OF ANY SUCCESSFUL BUSINESS. IDENTIFY THOSE WITHIN THE ORGANIZATION WHO BUY IN AND ENLIST THEM IN GETTING OTHERS ON BOARD.



ABOUT



Clarity Consultants is a premier provider of Learning & Talent Development consultants and project teams who design, develop, and deliver learning strategies and programs for Fortune 500 companies. For over 30 years, Clarity's tenured Talent Management team has skillfully vetted and aligned consultants with client needs resulting in an industry-leading 98% project success rate. Clarity typically identifies highly qualified consultants within 3 days, delivering documented skills proficiency improvements, time savings, and cost reductions.

Trusted by industry leaders like VISA, Johnson & Johnson, Blue Shield of California, Apple, and Amazon, Clarity covers a broad spectrum of learning and development services, including Instructional Design & Development, Learning Strategy, Training Facilitation, and Organizational Development.

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