



IDENTIFYING & DEVELOPING THE LEADERSHIP TALENT OF TOMORROW

Description:

Successful leaders have an enormous impact on the success of an organization. Unfortunately, many organizations struggle to attract and promote effective leaders. According to Gallup's latest research, more than one in three employees have changed jobs within the past three years—with 91 percent of employees leaving their company to do so. This problem creates a pipeline shortage. Moreover, organizations are failing to choose the candidate with the right talent for a manager role 82 percent of the time, who are usually selected based on tenure or previous job experience. So the typical practice of how companies attract, develop and retain talent needs a productive disruption.

This program focuses on how a lack of high-potential employees and the frequent misidentification of leadership candidates contribute to enormous amounts of wasted time, money, and effort developing people who are not a good fit for the role. This, in turn, leads to increased employee turnover, reduced productivity and engagement, and the need to find quality replacements.

Learning Outcomes:

- Attract and retain the best and the brightest individuals by focusing on the top five attributes they target.
- Expand your leadership candidate pool by valuing innate talent over tenure or narrow job experience, and build alternative career paths without a necessary move or an unsuited promotion to a leadership position.
- Accelerate the development and performance of high potential and current leaders by predicting leadership excellence using five distinct talents and then offer rich learning and development experiences.

Biography:

Tracy Stock is one of the most in-demand and top-rated female speakers in North America today because of her ability to inspire behavior change and achieve positive outcomes. As a former director of learning and development and 20+ years of speaking experience, her trusted clients include the US Army, Motorola, Berkshire-Hathaway, US Bank, True Value and Subway, to name a few.

As a Certified Speaking Professional® (CSP)—Tracy has earned the highest honor in her profession held by only 12 percent of speakers *worldwide*. She is also a prolific and best-selling author, with five published books and numerous other products.

Tracy is a dynamic, passionate speaker who is committed to energizing workplace culture, enhancing employee engagement and empowering high performance—helping organizations, teams and individuals live more productive, passionate and purposeful lives. When looking for a memorable speaker who understands client's needs, delivers on her promises, and drives energy and success to your event, Tracy Stock is your solution.