

Get real about the health of your high-potential programme

Hi-Pot programmes are often fraught with more problems than they intended to solve, because all aspects of the planning and implementation are not factored in.

This How-To series on identifying and developing high potential talent, will help you gauge the health of your current programme and identify areas that need work. Some of these aspects are better addressed by the author/creator of the programme, i.e., the HR function and others by the users and consumers of the programme, i.e., the senior line managers.



Is your hi-pot programme still breathing?

Identify

- Is there a clear definition of 'high potential'?
- What are HiPos being identified for?
- What are the methods to determine who might be a HiPo?
- How often are employees assessed for potential?

Develop

- How are HiPos developed? Is it designed based on their individual needs too?
- What are they being developed for?
- How are their developmental journeys or interventions evaluated?
- What happens after they have successfully completed their development journey?

Engage

- Who is responsible for HiPos' development?
- What form of support is provided to HiPos?
- What happens if a HiPo fails?
- Does each HiPo know what they are being developed for? What is their next step?