

# DEVELOP

## PURPOSEFUL LEADERS AT EVERY LEVEL

*Clear purpose provides a foundation for the future. Lead into that future by harnessing and developing the talents of employees.*

**Look at succession planning** as succession development—a *partnership* for organizational growth.

**Identify high potential employees.** Create a system that recognizes employees with the ability and desire to move up.

**Provide cross-functional training** to help employees broaden their skills.

**Encourage job rotations** that give employees the opportunity to learn new things about the business.

**Offer professional development** opportunities like leadership mentoring, management programs and executive education.

**Mentor high-potential employees.** Assess their leadership capabilities and styles and offer executive coaching to help them achieve their potential.

