

How to identify your “Hi-Po” people and invest in their development

- 5% of workforce
- Investing in them **improves financials**
- Helpful, cooperative, coachable, trustworthy
- **they recognize and want to be recognized**
- jumps at opportunity, takes initiative
- works autonomously
- interested in company
- emotionally intelligent



HIGH POTENTIAL EMPLOYEES by the numbers

- they **work 21% harder** than peers
- bring **91% more value** to organization
- 84% who received mentoring **proficient in roles faster**
- goal setting and feedback **increases productivity 88%**
- 91% **who have mentor** more satisfied with job
- 80% with coaching **increased self-confidence**





RECOGNIZING A HIGH POTENTIAL EMPLOYEE

- **Different than a high performer**
- **tend to learn and evolve quickly**
- **will leave if not connected and motivated**
- **appreciate stretch assignments as a “soft promotion”**
 - **beware of free labor problem**

COACH THEM with exploratory conversations

- Discuss their **accomplishments and disappointments**
- What **strengths contributed** to success?
- **What gets in the way** of doing your best?
- How they **align their goals** to the organizational?
- What knowledge, skills, behaviors, do you value?
- How they feel about **making mistakes**?
- What kind of feedback is most helpful?
- How do you set and meet personal expectations?
- How do you **stay encouraged and engaged**?
- How do you **find problems** and solutions?
- How you see **you and me advancing** here?





STRETCH ASSIGNMENTS

- nudge employees to higher performance levels
- give a chance to prove themselves in new ways
- affirming, engaging, and resume-building
- **Deliver presentation** to new client
- **Structure and communicate** rollout for key change
- **Lead implementation** of new tools or process
- Serve on task force to **solve difficult problem**
- **Relaunch initiative** that previously failed
- **Analyze data** to find business efficiencies
- **Turn around failing product** or launching a new one