



LDP Candidate Announcement

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Good morning/afternoon everyone,

Today's session focuses on a pivotal step in creating Leader Development Plans for our organization – the Potential Candidate Assessment.

Identifying potential leaders within your organization is not just about pinpointing those who show promise today, but also about unearthing those who could be groomed into stellar leaders for tomorrow. To make these assessments, we have to look beyond just performance numbers; we need to delve into a candidate's skills, attitudes, alignment with the organization's values, and their growth potential.

The first factor to consider is performance. While high performance doesn't necessarily equate to high potential, it's certainly a strong indicator. Top performers have a proven track record and often possess qualities such as perseverance, intelligence, and a drive for success. Their past achievements and current work ethic could be a predictor of their future success as leaders.

But looking at performance alone isn't enough. We also need to consider a candidate's inherent and learned abilities - their skills. Some might excel in strategic thinking, others in team management or problem-solving. It's crucial to look for a broad set of capabilities,

including soft skills such as emotional intelligence, adaptability, and communication, that are essential in a leadership role.

Next, we consider the candidate's attitudes. A high-performing employee with the right skills may still not make a good leader if they don't have the right attitude. Potential leaders need to have a growth mindset – the belief that their abilities can be developed through hard work and dedication. They need to be eager to take on new challenges, accept feedback, learn from their mistakes, and continuously seek self-improvement.

Another key element is the alignment of the candidate with the organization's values. Leaders are not just responsible for achieving targets; they also play a vital role in shaping the organization's culture. Candidates who embody your organization's values and mission will be more effective in promoting these values within their teams and the broader organization.

Lastly, it's essential to consider the candidate's growth potential. Potential leaders should have the ability to grow and take on more significant responsibilities over time. They should be able to adapt to different roles or challenges that they may encounter as the organization evolves.

Assessing these factors involves a variety of methods. Performance data, 360-degree feedback, personality assessments, and behavioral interviews are just a few tools that can provide valuable insights. Additionally, creating situations where potential leaders can be

observed in action, such as job rotations or stretch assignments, can also provide clear evidence of leadership potential.

Remember, the goal here is not just to assess who could be a good leader today, but also to identify who could be developed into an exceptional leader for the future. By accurately identifying these individuals, we can tailor our Leader Development Plans to their specific needs, strengths, and growth areas, setting them, and our organization, on the path to success.

In the next session, we'll talk about how to set effective leadership development goals for these potential leaders. But before we conclude for today, are there any questions or thoughts you would like to share about potential candidate assessment?