



Selection Plan For Selecting Leaders For Training

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Selecting internal leaders is a crucial process that should be approached with a comprehensive and systematic plan. Here's a proposed step-by-step plan:

1. Define Leadership Criteria:

Begin by identifying the skills, traits, and experiences you believe make a good leader in your organization. These might include ability to motivate others, strategic thinking, communication skills, integrity, resilience, or specific technical abilities.

2. Perform a Needs Assessment:

Review the strategic goals and challenges of your organization. What kind of leaders do you need to meet these goals and challenges? This might alter or refine the criteria you established in the first step.

3. Identify Potential Leaders:

Look for individuals who already show potential according to the criteria you've established. These might be people who have shown initiative, been successful in their projects, demonstrated the ability to inspire and influence their colleagues, or shown a strong understanding of the business and its needs.

4. Assess Leadership Skills and Potential:

Implement a process for assessing the leadership skills and potential of the identified employees. This might involve psychometric testing, 360-degree feedback surveys, performance reviews, or even external assessment by a consultancy. The assessment should provide a clear view of their current capabilities, their potential, and any areas for development.

5. Interview Candidates:

Hold formal interviews with potential leaders to further assess their suitability for leadership roles. The interview can also gauge their interest and readiness for a leadership position.

6. Provide Development Opportunities:

Give promising candidates opportunities to develop and demonstrate their leadership skills. This might involve leading a project team, working on cross-departmental initiatives, or taking on stretch assignments.

7. Implement a Leader Development Program:

Once potential leaders have been identified, consider enrolling them in a Leadership Development Program. This will help them develop necessary leadership skills and prepare for future leadership roles.

8. Evaluate and Decide:

Upon completion of the development program, evaluate the performance of the potential leaders. Use the gathered data, observations, and feedback to decide who is ready for a leadership role.

9. Onboarding:

When promoting someone to a leadership position, ensure a proper onboarding process that provides them with the support and resources they need to succeed in their new role.

Remember, selecting internal leaders is not a one-time event but an ongoing process that should be integrated into your company's culture and operations. This includes continuous identification and development of potential leaders, as well as support and development for those already in leadership roles.