

# High Potential Leader Program

*A leadership development experience that prepares top leaders for C-suite roles*



The RBL Group's **High Potential Leader Program** is an intricately designed program spanning one year that empowers leaders from mid-cap public and private companies with the skills, capabilities, and business acumen essential for growth.

**Participants will:**

- Develop strategic thinking and decision-making skills.
- Enhance execution capabilities to achieve organizational goals.
- Master the art of talent management and human capital development.
- Elevate personal proficiency for impactful leadership.
- Gain a deep understanding of the RBL Leadership Code® Model.

## Overview

The High Potential Leader Program is a comprehensive journey that ensures leaders not only learn but also apply and enhance their leadership skills to drive their targeted outcomes. The program is hosted by Norm Smallwood, CEO and co-founder of RBL, a business with a world-class reputation for helping Fortune 1000 companies build leadership capability. Norm will be joined by Dave Ulrich, RBL co-founder and Professor at the University of Michigan, Paul McKinnon, Harvard Business Professor and former executive at CitiGroup and Dell, as well as seasoned coaches and consultants from The RBL Group.

## Assessment & Development Process

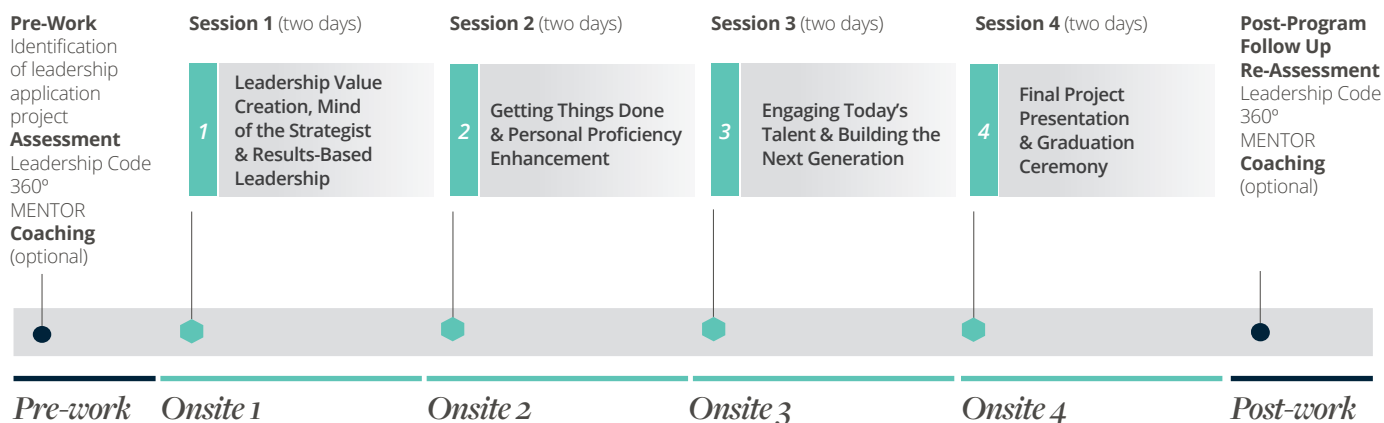
A select group of companies will identify a team of five high-potential leaders each. These leaders will undergo comprehensive assessments, including a psychometric and behavioral evaluation, followed by a personalized debrief with an expert coach. Here, they will formulate an individual development plan and a collective team development strategy. Throughout the program, the focus will be on refining targeted skills and putting them into practice, following up with a re-assessment to gauge progress and outline a plan for continual skill building.

### Benefits to company attending as a team:

- Ensure application during and after the program
- Create a support group that encourages each other to explore new tools and behaviors
- Increase the likelihood of leader retention because of your investment in them

## Program Timeline

Participants will engage in quarterly 2-day development sessions hosted by cohort companies, each centered on critical aspects of high-potential leadership development. These sessions include:



## Invest in Leadership Excellence

We invite you to join the High Potential Leader Program to redefine your leadership potential and steer your organization towards building stakeholder value. This year-long journey of intensive learning, development, and strategic implementation ensures that leaders are ready to make a significant impact in their organizations.