
The High Potential's Advantage

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Who Are They?

They show a strong capacity to grow and succeed throughout their careers – more quickly and effectively than their peers.

'High Potential' Defined

The capacity to step into a role that is two levels or more above the one you currently hold...

The High Potentials Talent Pool

- 10 to 15% of the talent pool
- 5 to 20% drop off annually
- 93% say high potentials are promoted more rapidly
- 40 to 50% do not inform their hi pos
- Half the companies say their top teams devote less than 10% of time to them

Assessing Potential: The Dilemma

How well you will perform in the future in jobs that *you have never held* with demands that *you have never experienced...*

Assessing Potential: The Dilemmas

- Preferences and biases at play
- Observations based on current role
- ‘Potential’ for what?
- Limits of the assessment tools

Are You a High Potential?

Leaders at your company are constantly wondering that about you, whether they own up to it or not. Here's how to get them to answer yes.
by Douglas A. Ready, Jay A. Conger, and Linda A. Hill



The Baseline Requirements

- Deliver results beyond expectations and not at others' expense
- Master new expertise demands
- Behave in ways consistent with the company's values

High Potential Leadership Differentiators

- Catalytic Learning
- Chameleon Sensing
- Complexity Translating
- Turbulence Piloting
- Strategic Visioning



THE HIGH POTENTIAL'S ADVANTAGE

GET NOTICED, IMPRESS YOUR BOSSES,
AND BECOME A TOP LEADER

Jay A. Conger & Allan H. Church