

# High Potential



## Leadership Foundations

The building blocks for career effectiveness



## Leadership Emergence

The ability to create a leaderlike impression



## Leadership Effectiveness

The ability to build and maintain high-performing teams

## Core Competencies for Rising Leaders

The competition for talent is fierce, and the future of many organisations depends on finding and developing leaders for key roles. The highest-performing organisations make it a top priority to prepare talented people for advancement. However, most organisations struggle to find accurate and useful ways to develop people with the most potential for success as leaders.

Often, people who appear to have leadership potential are not effective leaders; conversely, many effective employees are overlooked for promotion because they do not self-promote enough to get noticed. The Hogan High Potential (HiPo) model simplifies the process of finding talented people who can be developed and go on to achieve positive business outcomes.

Grounded in decades of global research on leader performance, the Hogan High Potential Talent report is designed to help talented people prepare for leadership roles by developing three essential components of top organisational leadership. This solution also helps incumbent leaders quickly and easily prioritise areas of development to maximise leadership potential.

### High Potential Specifics

- Driven by the HPI, HDS, and MVPI
- Assessment time: 30-45 minutes
- Individual and/or group feedback recommended
- Custom high-potential identification services available
- Nondiscriminatory, equitable, and inclusive

### Certification Requirements

- Assessment certification *required*
- Product training *required*

## Learn more about High Potential

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