

Build a Strong Leadership Bench

Succession is developing the right pool of leaders who will enable your business to thrive in its future state.

SOLUTION:
Succession Management:
Building Your Bench

YOUR VALUE:
Prepare your organization for future success by strengthening the leadership pipeline and developing critical roles today.

VALUE TO LEADERS:
Increased engagement and business impact with enhanced skills and readiness to take on more senior roles.

"I didn't have a true sense of the executive culture and how to thrive and succeed. This helped me understand the top priorities of my new role."
– An Executive Participant

WITH BUILDING YOUR BENCH, YOU CAN:



Grow from Within

Retain top talent and enhance leadership capabilities with a known budget and proven results.



Gain Data for Decisions

Accurately evaluate readiness gaps and provide actionable feedback on strengths and development areas.



Accelerate Leadership Growth

Deliver high-impact development through group experiences and individual coaching.



Scale and Sustain Success

Build energy, buy-in, and support from your executive leadership or Succession Committee with data for decision making and success metrics.



SOLUTION AT A GLANCE

Assess

Immerse leaders in Leader3 Ready®, a business simulation, and gain holistic insights to build your bench. Leaders experience realistic challenges that executives face and get feedback on their strengths and growth areas.

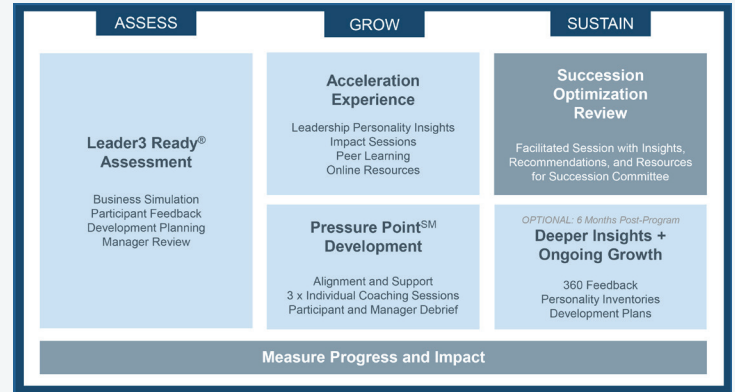
Grow

Develop skills and deepen self-awareness with award-winning content designed for mid-level leaders and emerging executives. Accelerate success with Pressure PointSM Development, a unique coaching experience based on our Four Forces of Executive Pressure framework, developed from decades of coaching thousands of executives globally.

Sustain

Engage your executive team or Succession Committee as DDI facilitates a strategic Succession Optimization Review session and provides ongoing support and resources.

Building Your Bench: Emerging Executive (Director to Vice President)



DETAILS

Target Audience

Mid-level leaders to emerging executives, including leaders of leaders, directors, vice presidents

Competencies Assessed in Leader3 Ready

- Building Organizational Talent
- Business Savvy
- Cultivating Networks and Partnerships
- Driving Execution
- Establishing Strategic Direction
- Leading Change
- Sharing Responsibility
- Strategic Influence

Topics for Acceleration Experience

- Amplifying Executive Presence
- Connecting Talent to Strategy
- Determining Strategic Priorities
- Driving Culture with Intent
- Influencing from Stakeholder Perspectives
- Navigating Organizational Politics
- Six Steps to Strategic Leadership

Four Forces of Executive Pressure

- **Leading the Business** requires complex decision making and analysis.
- **Leading Teams** requires varied people skills.
- **Leading One's Self** requires introspection and adaptation.
- **Leading Across a Larger Network** requires varied forethought and proactivity.