

Applying the Bold Leader Framework in Your Workplace



Two scenarios

1 Informing Bold Leader Development Activities

An organization hasn't highlighted immediate and specific transformation challenge(s) but desires to identify and develop a set of bold leaders for future* assignments.

- Find them
- Qualify them
- Test them
- Put them in a work rotation
- Establish or connect talent development to priority assignment process

** Within 12 months or you'll lose them!*

2 Immediate Use For Critical Transformation

An organization has clear and immediate needs for one or more transformative initiatives to succeed and wants to select specific bold leaders to assign.

- Find the
- Qualify them
- Match them to assignments
- Prove immediate training (boot camp style) to prepare them
- Tightly define launch activities & get them moving!
- Assign mentors / executive sponsors and a review process

Development Situations

Find and Qualify them:

- Identify employee population you wish to assess
- Administer the self assessment survey
- Validate with knowledgeable peers through a simple complementary survey
- Create a testable group, and we will run the assessments with group and individual results
- Sort (with discipline!):
 - Current Bold Leaders
 - High potentials
 - Not bold

Develop them:

- Identify development projects that can be assigned
- Pair Bold with High Potentials in assignments (if enough) or pair 2-3 high potentials together for collaborative team learning
- Require (& monitor progress) personal development plans on the core characteristics

Assign and support them:

- If a process does not exist, create a methodology to pair bold leader talent to emerging change challenges (quickly!)
- Assign them an executive sponsor/mentor

Immediate Placement Situations

Find and Qualify them:

- Identify employee population you wish to assess
- Send us your candidates, and we will administer the self-assessment and send you and the candidate their results.
- Validate with knowledgeable peers through a simple complementary survey
- Sort (with discipline!):
 - Current Bold Leaders
 - High potentials
 - Not bold

Assign and support them:

- Matching: Fit current and high potential talent to the immediate challenges
- Assign them a mentor/executive sponsor
- Provide immediate training (boot camp style) to prepare them & build initial action plan
- Get them moving!

Prepare and develop them:

- Require (& monitor progress) personal development plans on the core characteristics