

Identify and Unleash Potential in Your Employees

GoSkills online course syllabus

Skill level

Beginner

Lessons

15

Pre-requisites

No prior experience needed

Video duration

53m

Estimated study time

53m 45s

Instructor

Larry Cornett, PhD

Introduction

1 What is potential?

How to Identify Potential

2 A new model for potential

Many companies mistakenly identify only a tiny fraction of their staff as high potential.

3 Observe reactions

A growth mindset is one of the key characteristics of a high-potential employee.

4 Track real overall performance

Successful performance goes way beyond outcomes.

Avoid Identification Pitfalls

5 The past isn't their potential

Employers recruit talent based on degrees, experience, and skills, but mistakenly correlate those with potential.

6 Extroversion can be misleading

Extroverted people tend to receive a lot of attention and their outgoing nature can be misidentified as potential.

How to Unleash Potential

- 7** **Develop their strengths**
Your high-potential employees will thrive when they get a chance to play to their strengths.
- 8** **Provide great opportunities**
Potential doesn't mean much if you let it go to waste.
- 9** **Champion their success**
The most successful employees have advisers, mentors, and champions.

Avoid Management Mistakes

- 10** **Don't only focus on weaknesses**
Even high-potential employees shouldn't ignore their weaknesses, but a management model with an intense focus on eliminating them is outdated.
- 11** **Don't assume there's one path**
It is unfortunate that so many companies define potential as "leadership potential." In this lesson, you'll learn how to be more flexible in creating career paths for your high-potential employees.

Nurturing Potential Matters

- 12** **Make individual performance soar**
When you successfully identify and unleash potential in your employees, they deliver almost double the value to your organization.
- 13** **Improve talent retention**
High-potential employees can be at risk for becoming disengaged and leaving your organization.
- 14** **Achieve organizational excellence**
An organization should be more than the sum of its high-potential parts.

Conclusion

- 15** **Next steps**
Your leadership success depends on your ability to identify and develop your high-potential employees.