

# Accelerated High Potential



altris

releasing potential





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## What is Accelerated High Potential Executive Coaching?

The Altris High Potential Executive Coaching programme provides a 'hot house' or fast track environment, today, for those who have been identified as the senior leaders of tomorrow.

We call the programme 'Accelerated' for two reasons: because of the unique suite of insight tools we use which expedites progress; and the programme's pace and intensity.

The Altris programme offers the up-and-coming executive access to a co-ordinated network of experienced 'helpers' including an experienced and professionally-trained executive coach.

### Why do it?

Coaching for high potential leaders is a well-recognised form of executive development and meets the need for leaders to be ahead of their game in these difficult economic conditions. According to a worldwide survey among senior HR managers, 'Talent Management is a top strategic HR issue for companies'.<sup>1</sup>

Other compelling reasons are to ensure talent retention and build a stunning organisational brand.

### How does it work?

Every executive leader is unique, so each Accelerated High Potential Executive Coaching programme is bespoke. Altris coaches are experts in maintaining flexibility and adaptability throughout the programme.

## Broadly, the process is:

- **Set up / Objective Setting:** The Coach works with the executive to independently assess their strengths and development needs relative to the next likely role for the individual. The Accelerator suite of tools is used to expedite individual insights. The executive co-creates an Individual Development Plan which identifies their vision as a senior executive and leader, specific targets and measures of success, as well as actions and desired success habits. The make up of the network of 'helpers' is agreed.
- **One to one executive coaching:** Provided by highly experienced executive Altris coaches who support executives as they set objectives and create strategies to work towards and achieve personal, professional and organisational goals.
- **Engagement with the other members of the network:** The 'helpers' are tailored to the executive's needs and may include an internal mentor, a technical specialist in the area in which the executive needs fast tracking (e.g. finance, marketing, logistics), and the course leader of a Leadership Programme.
- **Coaching review:** Outcomes are measured against initial intentions and objectives and next steps are agreed. In addition to the executive and their coach, the review may include the executive's manager, internal mentor and a member of HR/ leadership development, as appropriate.

## Who will benefit?

- Any organisation looking to improve talent retention, promote from within or maximise outcomes of their talent pool programme.
- The executive who is ambitious to add value to the organisation at a more significant level than their current level of contribution.

<sup>1</sup> **ORC Worldwide Survey** - When asked about the highest priority HR initiatives for 2007, 37.1% of the 35 members of the Senior HR Offices Network, MidCap Senior HR Officers Network and Human Resources Solution Network, cited talent management - specifically, acquiring, developing and retaining talent at all levels of the organisation. Source : [www.mercerhr.com](http://www.mercerhr.com)