

High Potential Accelerator

Transforming high-potential talent into executive-ready leaders.



Your high-potential leaders are your organization's greatest renewable source of innovation, agility, strategic excellence, and inclusive leadership—and they will drive the organization's future success.

High-potential development initiatives address critical organizational talent needs. Yet, ensuring a ready supply of leaders through these initiatives has never been more challenging; disruptive innovation, competition, talent mobility, and globalization are just a few of the forces at play. To succeed, organizations must create simple, powerful, and engaging development experiences that can meet both the organization's and the individual's needs for meaningful growth.

Who are high potentials?

High potentials are your executive leaders of the future. They are people who constantly seek out new challenges and opportunities to learn—and who gravitate toward organizations that can help them develop and grow. They are people who thrive amid change and create a disproportionately large and positive impact on your business.

How do best-in-class organizations engage, retain, and develop their high-potential leaders? They start by developing easily transferable business skills through applied and practical learning. Then they build context by offering systematic development, mentorship, and coaching.

The key is to engage and empower high potentials to invest in problem-solving and their role in the organization's success. Offering developmental assignments with increasing scope, scale, access, and exposure not only increases engagement, but also creates a sense of purpose and commitment to the organization and its future.

At a glance:

- High Potential Accelerator is a practical leadership development program that creates a rigorous learning experience, designed to prepare high-potential talent to take on more complex roles.
- The program is geared towards fast-track, mid-level managers in succession paths for functional or business unit management levels.
- The three-day workshop is supported by one-on-one coaching with Korn Ferry executive coaches, in addition to peer mentoring, and a post-workshop virtual learning session to reinforce on-the-job transfer.
- This program leverages Korn Ferry global faculty, expert instructional design based on research and data analytics, best-in-class assessments, a whole-person approach to development, and a dedication to innovation, creativity, and market relevance within and across business silos.

The High Potential Accelerator program will impact your organization by:

- Improving the organization's reputation as a developer and retainer of top talent.
- Preparing high-potential participants to step into broader roles.
- Enabling participants to activate strategy and drive business results amid shifting markets.
- Creating meaningful cross-company connections among your most promising individuals.
- Strengthening, engaging, and retaining your most agile leaders.
- Narrowing succession pipeline gaps with a thriving and diverse talent pool.



What do high potentials offer?

- Significantly greater contribution than their peers.
- Inspirational motivation levels, plus aspiration and a thirst for knowledge.
- An ability to thrive on change and challenge.
- Applied learning from their development experiences to impact the organization.
- Self-motivation and dedication to their ongoing leadership development.
- An average time of 18 months in a role.

What do high potentials want?

- Opportunities to learn, but they appreciate autonomy in the learning process.
- 90% seek highly visible development opportunities that give them access to the executive leadership suite and governing bodies.
- Organizations that will help them grow and thrive.
- Movement through a series of demanding jobs every 18-24 months.
- Organizations whose workforces represent the vast diversity in society.

Key elements of the program.

This foundational program offers blended learning that is swift, self-paced, and phased to include pre-workshop, executive coaching, and post-workshop re-entry planning. The time spent in the workshop serves as the "skills laboratory" for applied learning throughout the phased program and beyond.

Faculty, instructional designers, and coaches work together to create a seamless development experience that addresses each leader as a "whole-person" — connecting principles of personal, interpersonal, organizational, and purposeful leadership together into one journey.

The learning journey begins with the Insight Phase, where participants receive assessment results and executive coaching, which create insights about how they can best leverage the upcoming workshop. The Immersion Phase consists of a three-day workshop that provides a core understanding of the business in addition to defining their leadership journey, which enables them to navigate complexity and sustain their leadership impact. The program concludes with the Impact Phase where participants engage with their peers in an application webinar to reinforce the transfer of learning into impact. The length of the overall participant learning journey depends on the needs of the organization and their business cycle.

This phase is followed by a session with the key talent leaders where Korn Ferry offers a talent briefing, a group report, and coaching observations. This yields a "re-entry plan" for each participant so succession planning can be individualized.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.