



FINDING THE DIAMONDS IN THE ROUGH: ASSESS THE POTENTIAL IN YOUR COMPANY

Do you have high potential employees who are *just not ready* for the jump into leadership roles? Do you wonder what you could do differently to prepare them for supervisory or management levels at work? One of the biggest challenges companies have is not knowing what to do. They think their high potential individuals will fix themselves and step up to the plate.

As a progressive company, you realize the investment you place in your employees. They are your company's largest asset. Often, leadership skills do not develop naturally. Therefore, it is the company's job to develop the next generation of leaders. Take the assessment below to find out if your employees could benefit from leadership development training.

Answer YES or NO to the statements below.

Question	Answer	
	YES	NO
1. I have high potential employees who were promoted on technical skills, but lack the interpersonal skills to work with subordinates and managers.		
2. I have junior level employees who lack basic office skills.		
3. I have front line supervisors who expect to move into higher levels of management, but they lack the leadership skills to confidently step into that role.		
4. I have smart employees who make poor wardrobe choices.		
5. I have junior level employees who are ready for career advancement but lack what it takes to succeed in today's marketplace.		
6. I have managers or supervisors who sometimes fail to look the part.		
7. I have high achievers who I would like to promote, but I am worried that their people skills could hold them back		
8. I have supervisors or managers who are an embarrassment at a business meal.		
9. I have identified individuals who we could groom for higher positions, but the decision makers think they lack the polish and presence needed for those roles.		
10. I have employees who were held back professionally because they lacked leadership skills.		

If you answered YES to **three or more** of the questions, you are not alone. You are a company that is dealing with the typical challenges of a multi-generational workforce.

If you answered YES to **five or more** of the questions, you may want to consider investing in the professional development of your high potential employees. If you are a company that likes to promote from within, you could benefit greatly from our leadership development programs. Our unique programs in business etiquette and interpersonal skills training can help your company groom employees who are ready for the next level.

Contact Juanita Ecker, image3@nycap.rr.com for a **complimentary consultation** on how her specialized leadership development training can benefit your company and turn your "diamonds in the rough" into your strongest leaders! Her programs will allow your employees to attain higher levels of management – while simultaneously advancing your business.