Goskills

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

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employees shouldn’t ignore their weaknesses, but a management model with an intense focus on eliminating them is outdated.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.

Go to GoSkills.com