





We live in a world where a unique combination of current economic and demographic trends is creating a serious challenge for any organization to develop the next generation of leaders.

In various global surveys since 2014, Leadership was named the top human capital concern. Up to date, the situation has not changed as companies face leadership gaps at every level of the organization, especially when it comes to female representation in senior roles.

These gaps can only be filled through a long-term, disciplined and systemic commitment to leadership development. That approach requires that:

- ▶▶ Potential leaders get identified very early in their careers
- ▶▶ Young leaders are exposed to higher level of responsibility faster
- ▶▶ New leadership pipelines are built at every level.

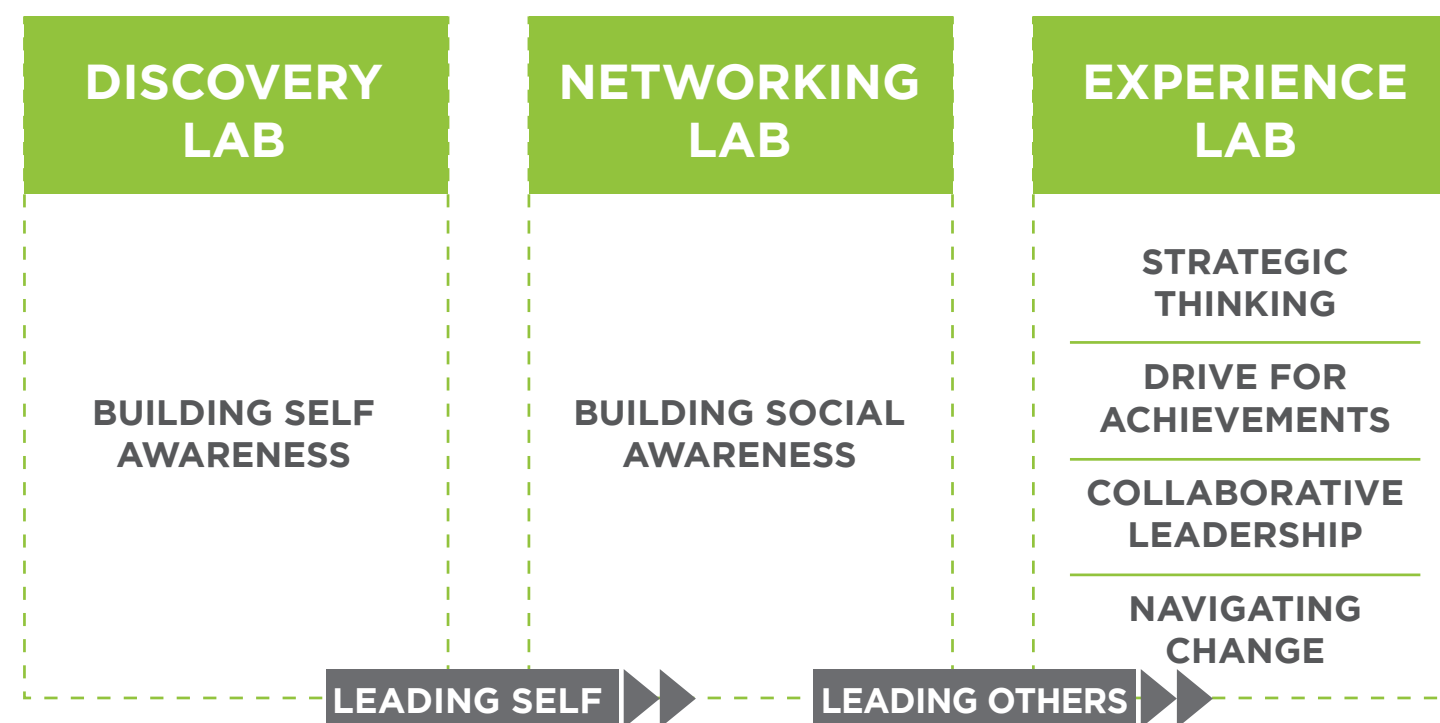
With objective to support the growth of emerging, high-potential employees into engaged, high-performing leaders of the future, the team in Grit International has designed a unique development platform called: LINE.

LEAD INNOVATE NAVIGATE EXCEED



WE AIM FOR OUR CLIENTS TO BECOME 'LEADERSHIP FACTORIES'

where the right quality of new leaders is produced with significantly reduced lead time and cost. This is why our team of experts has incorporated talent acceleration strategies into a leadership development LINE that enables your emerging talent to grow their careers through 3 main Labs:





DISCOVERY LAB

Employees destined for leadership success know themselves well. They use their strengths for their benchmark, they know what skills they need to develop to get to the level they desire and they actively seek the support.

Therefore, we believe that building strong self-awareness in your high-potential employees should be the first and the most important step within their leadership development journey. In our Discovery Lab, we start with an on-line assessment process that provides your talent with answers to following questions:

- ▶▶ How do I actually behave in a work environment?
- ▶▶ Why do I behave that way?
- ▶▶ What is the impact my behaviors have on other people?

Those learnings are then brought into a Reflection Workshop to be further consolidated with a peer interaction and individual feedback provided by professional career coaches. We believe that those activities will equip your emerging talent with a baseline for a lifelong journey of self-development.

EXPECTED OUTCOMES:

- ▶▶ Increased self awareness
- ▶▶ Tailored individual development plans
- ▶▶ Boosted engagement for personal career ownership



NETWORKING LAB

Talents in almost every organization and every geography are typically bright, confident, articulate people. However, in cases where they are significantly distinct from the workforce around them – they do not succeed in their career aspirations. In leadership it's not only the characteristics of the person that determine success. Context matters.

That is why strong self-awareness will be pointless unless your talent is able to decode the corporate culture so they can respond successfully to both opportunities and obstacles in their work. Within our Networking Lab **your emerging talent will learn how to navigate the business context and build sustainable network of key relationships.** We will provide them with:

- ▶▶ A personal career coach to help them unlock their potential, maximize their performance through their strengths and develop strong social awareness
- ▶▶ Structured assignments before and after each coaching session dedicated to address their particular challenges
- ▶▶ Detailed and relevant feedback collected through the number of tasks within business simulations in our Experience Lab.

The mixture of all those activities will help your emerging talents not only to embed their learning in their daily challenges, but to prevent them from slipping back into old habits or default behavioral patterns.

EXPECTED OUTCOMES:

- ▶▶ Increased social awareness
- ▶▶ Balanced career expectations
- ▶▶ Strong self management
- ▶▶ Improved talent visibility

EXPERIENCE LAB

In this development space, we bring the knowledge of self and the context together. Recent research activities indicate that there is a lot of consistency across the world in terms of the common qualities that future leaders share regardless of their occupation. Those most important traits for the success of future leaders proved to be: **Strategic Thinking, Drive for Results, Collaborative Leadership and Ability to Navigate Change.**

In alignment with those traits we have designed development modules that will help your emerging talent to generate virtual business experience within 8 possible topics:

- ▶▶ **ACCOUNTABILITY:** develop self-starting approach at work, ambitious goal setting habits and continuous accountability for personal development
- ▶▶ **LEARNING AGILITY:** demonstrate inclusiveness and openness for variety of perspectives in different business contexts and in cases of failure
- ▶▶ **LEADERSHIP ESSENCE:** develop ability to listen and observe others to gain better understanding of individuals' intents, unexpressed goals and values
- ▶▶ **LEADERSHIP BRANDING:** learn how to communicate ideas effectively and inspire others for engaged interactions
- ▶▶ **RESILIENCE IN DEALING WITH OBSTACLES:** demonstrate persistence, tenacity and resilience in the face of barriers
- ▶▶ **LEADING CHANGE:** gain critical skills to become agent of future change
- ▶▶ **STRATEGIC AGILITY:** Build skills to navigate through practical frameworks and real-life projects to support strategic imperatives
- ▶▶ **TRANSLATING STRATEGY INTO ACTION:** Develop tailored execution plan that drives strategy implementation in a simulated organization

Based on our clients' needs and input from the Discovery Lab, we select the final set of topics to be exercised in this Lab. Our approach is focused on solutions that provide opportunities for your talent to lead, fail and learn in simulated business situations.

EXPECTED OUTCOMES:

- ▶▶ Increased readiness for larger responsibilities

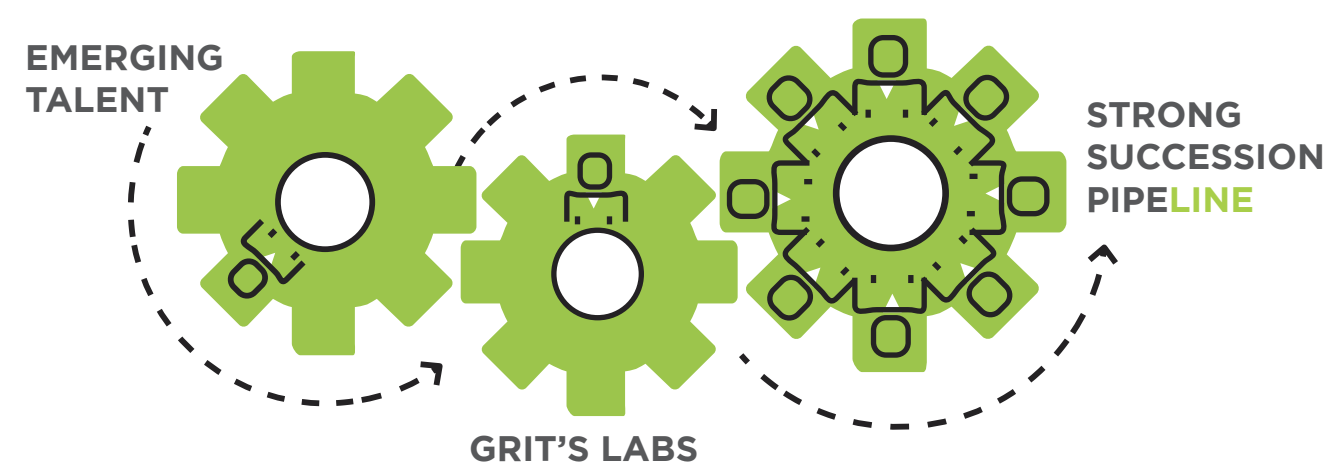


FUTURE LEADERS ARE MOLDED TODAY.

Understanding their behavioral style and motivation, working with experienced career coaches and finally applying it all in business simulations, will enable your talent not only to realize new opportunities, but also embed that behavioral change into their future roles.

Learning how to lead and fail in so called “risk free zones” is innovative, fun and highly engaging methodology that accelerates the transition of emerging talents towards your leadership future.

We live in a world that is hungry for good leaders. Let’s grow them organically - together!





GRIT INTERNATIONAL

is a team of passionate professionals eager to provide fast, efficient and tailored career solutions to its clients and customers. Our team transfers decades of HR and business expertise into innovative and pragmatic tools that will equally improve talent management outcomes at individual and corporate levels.



With every **LINE®** project that we successfully deliver to a Client, we provide annual education in STEM studies to a disadvantaged girl in Cambodia.

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