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**Title: High-Potential Assessment and Development: A Framework-driven Approach**

High potential employees are among an organization’s most valuable strategic assets. Their ability to successfully navigate challenging situations in which neither the problem nor the solution is clear, is critical to organizational success in an increasingly complex and uncertain environment. High potentials are as rare as they are valuable, typically comprising only a small percentage of the organization’s employee population.

The risks associated with high potential talent are as significant as the rewards. Failure to accurately identify, engage, develop and deploy high potentials can inhibit the organization’s ability to adapt and grow and create a talent disadvantage. A research-based, framework-driven approach provides the best opportunity to maximize both individual and organizational outcomes.

High potential leadership development will be examined through the lens of the Center for Creative Leadership’s proven model of Assessment, Challenge & Support (ACS). The ACS model was developed with all levels and types of leadership in mind. Adopting the principles of Differentiated Talent Management, applications specific to high potentials will be detailed.

Key elements of the high potential talent ecosystem will be articulated, including specific, research-based prescriptions related to assessments, on-the-job development assignments and coaching. Tips for preventing derailment and avoiding other common pitfalls, such as confusing High Potentials and High Professionals, will be highlighted. Important questions for both scientists and practitioners to pursue will be identified.