



Identify and Develop Better Leaders Using TalentClick's Leadership Development Pathway

Program Objectives

Enhance the identification, hiring, development, and ongoing improvement of your organization's leaders.

What is the Leadership Development Pathway?

TalentClick's Leadership Development Pathway is designed to help organizations **identify and develop** their current and future leaders. Through the use of our proven assessment tools—the **Leadership Profile (LP)** and **360 Degree Review**—TalentClick aims to provide valuable insights into an individual's leadership potential and areas for improvement. This program can be customized to fit the specific needs of an organization.



STEP 1: INDIVIDUAL ASSESSMENT



Assess leaders with the **Leadership Profile (LP)**. This comprehensive assessment offers insights into Workstyle and Performance, Business Reasoning Skills and Conflict Management Styles for a deeper leadership analysis of both current employees and new candidates.

- **Employer Reports:** Provide actionable insights for talent acquisition and leadership development.
- **Participant Reports:** Help leaders with personalized development and self-coaching tips.
- **Team and Group Reports:** Assist leaders in understanding team dynamics and personalizing their leadership approach for maximum impact.



Safety Quotient for Leaders: Optional add on for leaders in safety sensitive roles.

STEP 2: MULTI-RATER ASSESSMENT



Develop leaders with comprehensive **360-Degree Reviews**. This report provides organizations with a holistic view of a leader's job performance through feedback from direct reports, peers, and supervisors. It identifies strengths and highlights discrepancies between self-perceptions and colleagues' evaluations, offering valuable insights for development and retention.

Recommended to reassess annually.

STEP 3: ORGANIZATIONAL SCAN (optional)



Engage Employees: Discover how your managers and leaders truly feel with the **Employee Engagement Survey**. This tool measures your leaders' level of job engagement and identifies what they deem most important, such as development opportunities or flexibility. This survey helps pinpoint priorities and outlines action steps for improvement, ultimately enhancing employee engagement.

Recommended to reassess annually.

Why Use TalentClick's Leadership Development Pathway?

Effective leadership is the cornerstone of success for most organizations. Studies show that increased leadership effectiveness helps improve **employee engagement and retention, productivity, customer satisfaction, and profitability** ([source](#)).

Once potential leaders are identified, provide them with personalized development opportunities. A one-size-fits-all approach isn't effective. Instead, create mentorship programs, leadership training, and stretch assignments that prepare employees for future challenges and align with their career goals.



Benefits to the Leader:

- Provides a deeper understanding of their strengths and weaknesses.
- Helps heighten a leader's self-awareness and introspection.
- Provides valuable insights into their interactions and relationships with others.
- Strengthens working relationships and collaboration.
- Encourages leader accountability by providing specific insight into leadership competencies.

Benefits to the Organization:

- Reduces workplace bias by offering an objective evaluation.
- Identifies employees with leadership potential.
- Identifies training gaps and promotes team building.
- Provides insight into the specific competencies and areas that need further development.
- Allows organizations to get an all-around view of a new leader's performance at the end of probation.
- Improves employee performance for better working teams and more productivity.

Pricing

TalentClick's Leadership pricing is based on the number of employees in your organization, team or location that you'd like to include.

Contact us and get your quote today!