



Dr. Michelle Prince

michelle@mprinceconsulting.com

www.mprinceconsulting.com

678-525-3337

Unlock Your Organization's Leadership Potential

HRO Today C-Ten

October 9, 2025

Your Organization's Potential Leadership

Who

Competency Model or Leadership Expectations for your **various leadership levels**

- Assessment of current leadership, their effectiveness, and development needs
- Assessment process to identify potential leaders and successors
- Selecting the right leaders for the right type of leadership development

What

Development **for today's leaders** aligned with business needs of today

- Skill building – both 'soft' and 'hard'
- Individualized development to hone and build on existing skills and knowledge
- Development designed for their type of leadership

How

Development strategy **for tomorrow's leaders** and the changing landscape

- Design and delivery of development tactics that accelerate growth and readiness
- Hiring profiles that identify skills needed for future business drivers
- Retention and engagement practices so they are still there when it's time to advance them

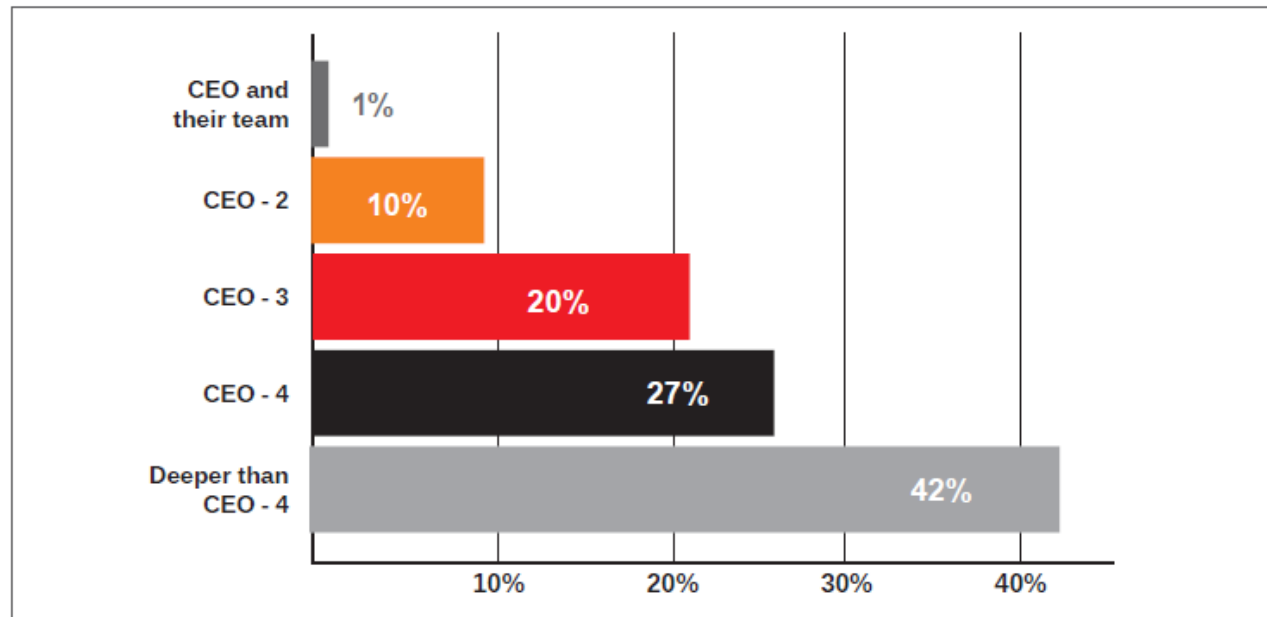
Do You Assess For Future Leaders?

Apparently, size does matter!

Companies with less than 5,000 employees tend to have less sophisticated (or none) assessment processes.

Reasons: time consuming, lack of capacity, not a business imperative, too politicized, inconsistently done before

The larger the company, the more formally they assess leadership potential and go deep in the organization.



Why Are You Assessing For Future Leaders?

Succession Planning

Differentiated
Development
Investments

Business Continuity

BCP prepares an organization to withstand disruptions and get back to business as quickly and smoothly as possible.



What To Develop?

Hard Skills – to run the business

- Strategic Planning / Roadmaps/ KPI's
- Project Management
- Resource Planning
- Financial Acumen / Budgets / ROI analysis
- Data Analysis & Insights/Decision Support
- Technology Proficiency
- Operational Management
- Negotiation / Contract Management
- Performance Management
- Crisis & Risk Management

Soft Skills – to lead the people

- Communication
- Emotional Intelligence
- Decision-making
- Delegation
- Team building/collaboration
- Accountability
- Adaptability
- Vision/goal setting
- Conflict Management
- Coaching & Developing Others

Changing Leadership Competency Landscape

Leadership Skills of the Future (2025)

- ◇ Resilience & adaptability
- ◇ Technological skills/digital literacy
- ◇ Communication across remote/distributed teams
- ◇ Emotional Intelligence
- ◇ Cross-functional collaboration
- ◇ Leading through change
- ◇ Change management
- ◇ Dealing with stress
- ◇ Time Management
- ◇ Creativity

World Economic Forum, 2021

Leadership Skills of the Future (2030)

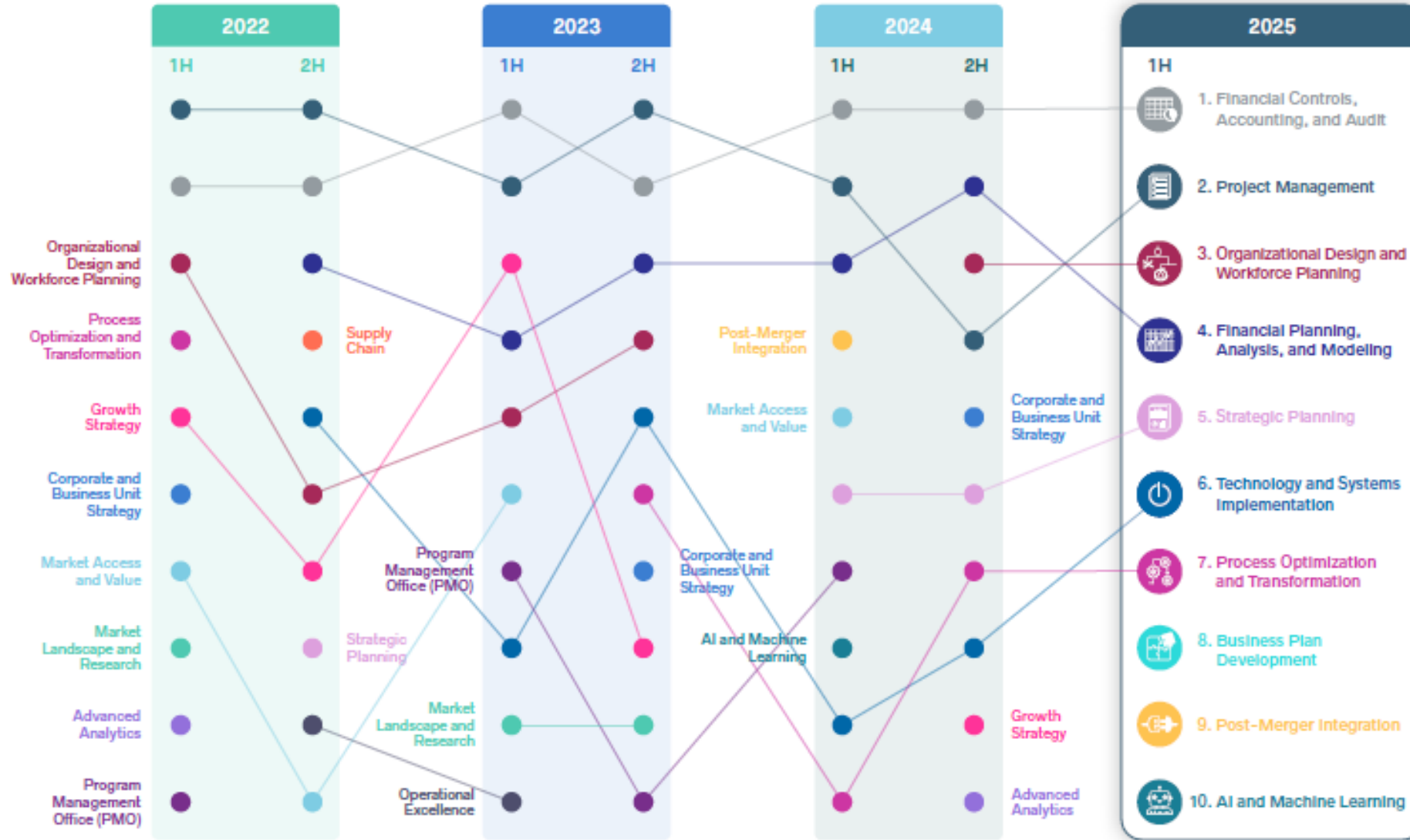
- Analytical thinking
- Resilience, flexibility & agility
- Leadership & social influence
- Motivation & self-awareness
- Creative thinking
- Technological Literacy/AI/Data
- Curiosity & lifelong learning
- Talent Management
- Systems thinking
- Motivation & self-awareness

World Economic Forum, 2024

Change in Most In-Demand Skills

For Interim Leaders

Based on the total number of requests for each skill and grouped biannually



Top Ten “Future Fit” Leadership Skills

1 Coaching and Mentoring

Cultivating an environment where growth and innovation emerge naturally - empowering others to self-lead, make autonomous decisions, and expand what's possible for the entire organisation.

2 Emotional Intelligence

Bringing calm, clarity, and deep understanding to every interaction - creating trust, inspiring resilience, and enabling people to navigate ambiguity with confidence.

3 Collaboration and Influence

Connecting across boundaries and inspiring shared purpose - so collective intelligence and creativity are unlocked, and new solutions emerge that none could achieve alone.

4 Communication

Articulating vision and direction in ways that unite, energise, and mobilise people - so teams move forward together, even when the path is uncertain.

5 Change Agility

Embracing uncertainty as a space for possibility - adapting with ease and guiding others to see change as an invitation to grow and reimagine what's next.

6 Strategic Thinking

Seeing patterns, anticipating shifts, and aligning actions with a bigger picture - so you can sense emerging opportunities and make decisions that actively shape the direction of your organisation.

7 Building Trust and Psychological Safety

Creating a climate where people feel safe to experiment, challenge ideas, and bring their full selves - enabling bold innovation and sustained progress.

8 Accountability and Ownership

Modelling responsibility and integrity at every level - so others are inspired to step up, take initiative, and contribute to outcomes that matter.

9 Inclusive Leadership

Valuing diverse perspectives and making space for everyone to contribute - to enhance creativity and collective progress, unlocking new solutions by drawing on the full richness of all experiences.

10 Continuous Learning and Feedback

Embodying curiosity and openness - so learning becomes contagious, teams evolve faster, and your organisation stays ahead of whatever the future brings.

Top Ten “Future Fit” Leadership Skills

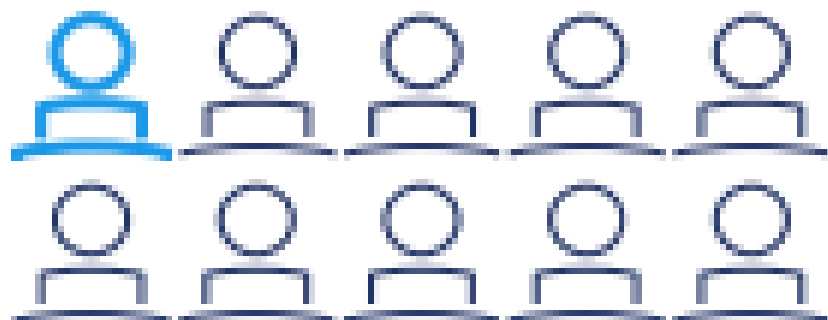
1 Coaching and Mentoring

Cultivating an environment where growth and innovation emerge naturally - empowering others to self-lead, make autonomous decisions, and expand what's possible for the entire organisation.

6 Strategic Thinking

Seeing patterns, anticipating shifts, and aligning actions with a bigger picture - so you can sense emerging opportunities and make decisions that actively shape the direction of your organisation.

7 Building Trust and Psychological Safety



1 in 10 managers will be a member of Gen Z in 2025

5 Change Agility

Embracing uncertainty as a space for possibility - adapting with ease and guiding others to see change as an invitation to grow and reimagine what's next.

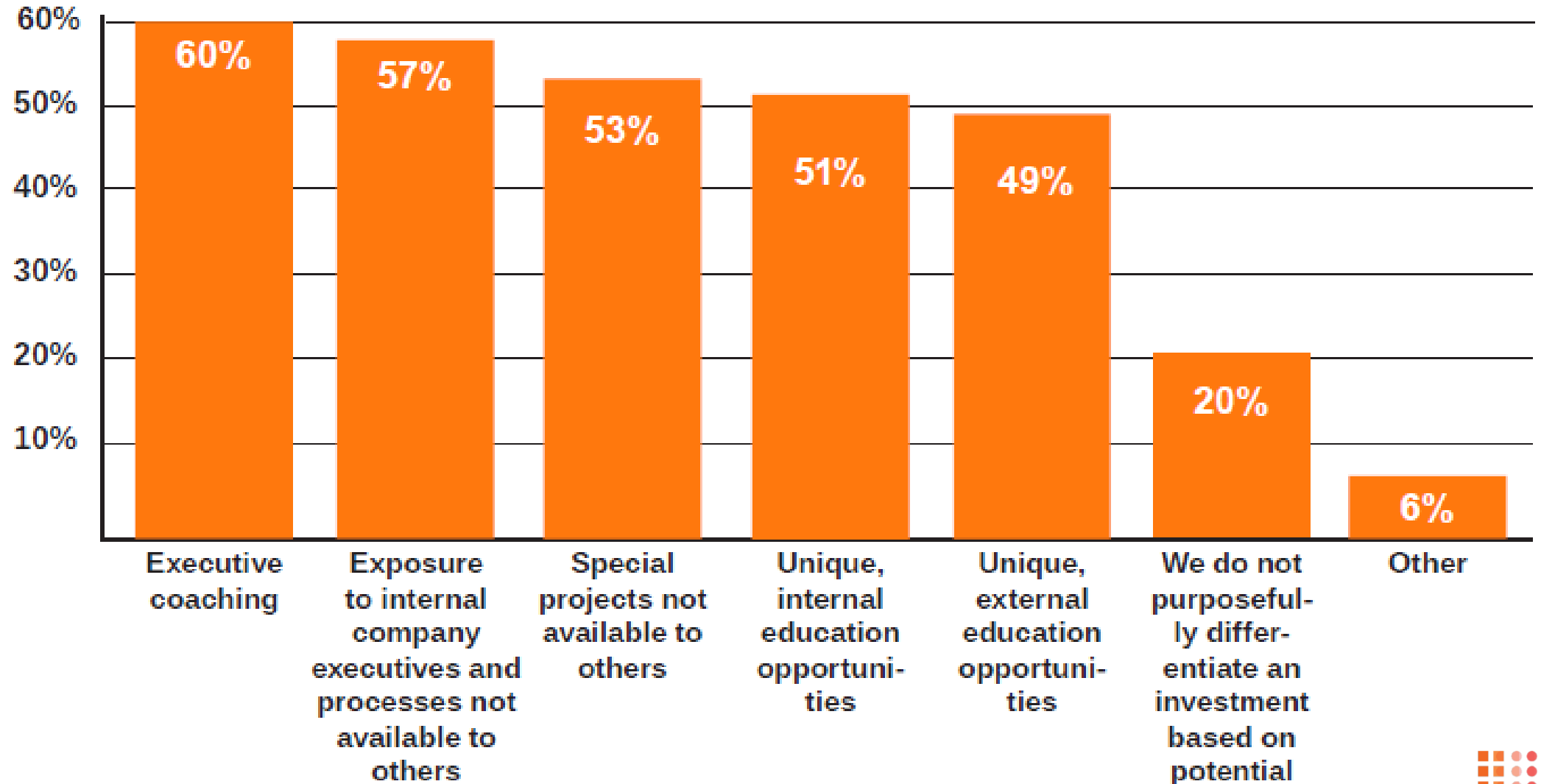
10 Continuous Learning and Feedback

Embodying curiosity and openness - so learning becomes contagious, teams evolve faster, and your organisation stays ahead of whatever the future brings.

Leadership Styles to Nurture and Develop

<p>Visionary</p>	<p>Grounded and confident, comfortable with uncertainty, and sees new opportunities where others see challenges - measuring success by the positive changes and progress they help spark.</p>	<p>Leads with steady optimism, adapts easily, and encourages others to try new things and think bigger about what's possible.</p>	<p>Inspires and influences people well beyond their immediate team - helping organizations and communities move forward and grow in ways that last.</p>
<p>Catalyst</p>	<p>Focused on others, valuing collaboration, shared goals, and diverse perspectives, and measuring success by the progress and achievements of the group.</p>	<p>Proactively seeks input, shares knowledge, builds trust, and encourages innovation and open communication to help teams and networks thrive.</p>	<p>Extends influence across teams and networks, enabling others to adapt, grow, and accomplish more together than they could alone.</p>
<p>Driver</p>	<p>Focused on self and immediate performance, measuring success by personal achievement and recognition, and questioning the status quo when feeling frustrated or limited.</p>	<p>Focused on completing tasks, meeting standards, and seeking validation, occasionally challenging routines if things feel stuck or could be improved.</p>	<p>Primarily influences their own work and reputation, with decisions affecting only immediate tasks and those directly involved.</p>
<p>Mindset</p>		<p>Behavior</p>	<p>Sphere of Impact</p>

How Do Companies Differentiate Development of HiPo Leaders?



What Do We Know So Far?

Leadership potential, competencies, and skills may be defined differently across organizations

Leadership assessment differs depending on the size and needs of the organization

Leadership levels may need different development approaches

Leadership skills and competencies change and multigenerational workforce expectations are shifting

Individuals may have different leadership development needs

There is no “one-size-fits-all” answer!



Your Leadership Development Practices

How Do You Development Your Future Leaders?

Leadership Development Maturity

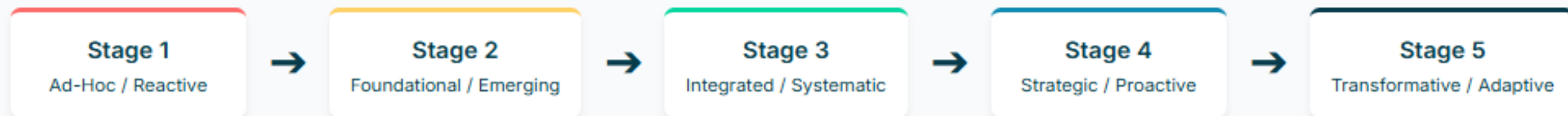
[Overview](#) [Profile](#) [Dimensions](#) [Assess](#)

Unlock Your Organization's Leadership Potential

Understand the maturity of your leadership development programs to foster growth, drive strategy, and build a resilient organization. This guide helps you assess your current stage and identify pathways for advancement.

The 5 Stages of Leadership Development Maturity

Leadership development maturity evolves through distinct stages, each building upon the last. Understanding these stages is the first step towards strategic improvement.



Program Design

Stage 1: Ad-Hoc / Reactive

No formal programs; training is opportunistic or vendor-driven with little internal customization.

Stage 2: Foundational / Emerging

Some structured programs exist (e.g., new manager training), often based on perceived needs.

Stage 3: Integrated / Systematic

Programs designed based on defined leadership competencies and organizational needs. Pathways may be emerging.

Stage 4: Strategic / Proactive

Comprehensive, multi-year strategy; programs tailored to leadership needs. May incorporate the use of coaches in leadership development to fully integrate learning and competency building.

Stage 5: Transformative / Adaptive

Truly adaptive learning ecosystem; personalized paths; focus on future-ready leaders for complexity and uncertainty. Fully integrates the use of coaches to support leadership success in current roles and readiness for succession.



MPrince
Consulting

Delivery

Stage 1: Ad-Hoc / Reactive

Inconsistent delivery; reliance on external, off-the-shelf courses or individual coaching for specific issues.

Stage 2: Foundational / Emerging

A mix of internal and external resources; some standardized content.

Stage 3: Integrated / Systematic

Blended learning approaches (online, classroom, experiential); internal facilitators common.

Stage 4: Strategic / Proactive

Diverse and innovative methods (action learning, executive coaching, mentoring, stretch assignments); internal thought leadership, some leaders are good at developing future leaders.

Stage 5: Transformative / Adaptive

Leverages cutting-edge technologies (AI, VR/AR, real-time feedback); leaders as developers of others is part of the organization's DNA.



MPrince
Consulting

Measurement & Evaluation

Stage 1: Ad-Hoc / Reactive

Little to no formal evaluation; success is anecdotal or based on immediate feedback.

Stage 2: Foundational / Emerging

Basic feedback forms (smile sheets); some tracking of attendance.

Stage 3: Integrated / Systematic

Beyond feedback, some assessment of learning transfer (pre/post-tests, manager observations, 360s).

Stage 4: Strategic / Proactive

Robust evaluation framework (i.e Kirkpatrick Levels 1-4); demonstrable impact on business outcomes and ROI tracked; may be aligned with succession planning.

Stage 5: Transformative / Adaptive

Predictive analytics for needs/impact; continuous feedback loops and real-time adjustments; closely aligned with succession planning.



**MPrince
Consulting**

Alignment with Business Strategy

Stage 1: Ad-Hoc / Reactive

Minimal or no explicit link to business goals; seen as a cost center.

Stage 2: Foundational / Emerging

General understanding of importance, but links to strategic objectives are loose.

Stage 3: Integrated / Systematic

Programs explicitly linked to key business initiatives and talent strategies.

Stage 4: Strategic / Proactive

Core component of strategic planning; directly supports long-term business goals.

Stage 5: Transformative / Adaptive

Primary driver of organizational agility, innovation, and competitive advantage.



MPrince
Consulting

Culture & Buy-In

Stage 1: Ad-Hoc / Reactive

Not a recognized priority; limited buy-in from senior leaders or managers.

Stage 2: Foundational / Emerging

Growing interest from some leaders; seen as a beneficial HR initiative.

Stage 3: Integrated / Systematic

Stronger support from mid-level and senior leaders; seen as a valuable investment.

Stage 4: Strategic / Proactive

High executive sponsorship and organizational buy-in; embedded in organizational culture.

Stage 5: Transformative / Adaptive

Deeply ingrained in organizational DNA; every leader is a learner and teacher; true learning organization.



MPrince
Consulting



HR unlocks leadership potential by...

- providing a view of who can lead
- creating ways to develop great leaders
- ensuring the environment is motivating and engaging

**so that they
stay, grow, and succeed**

Thank you!



Dr. Michelle Prince
michelle@mprinceconsulting.com
www.mprinceconsulting.com
678-525-3337

Appendix

Consider Your Development Program Audience

Baby Boomers

Consider including more of the following in your training program: Verbal and face-to-face instruction and communication, Interactive social learning opportunities, Formal, structured learning environments with clear, well-defined learning objectives.

Generation Z or Zoomers

Consider these for your program: Individualized and personal learning experiences, Hands-on learning opportunities, Peer-to-peer learning through internet forums, social media, and online communities, Adaptive learning platforms and customizable training options, Interactive or gamified training elements.

Generation X

Consider including these in your training program: Online training options, Hands-on learning and self-paced exploration, Specific learning objectives and progress tracking.

Generation Y or Millennials

Consider adding these to your program: More group activities and social learning opportunities, Regular feedback and recognition for efforts, Technology and digital platforms.

Baby Boomers

- Continual learners, many of whom want to keep working for the intellectual stimulation
- Resist any concept of them as "old"—watch your language!
- More tech-savvy and into social media than given credit for
- Like in-person contact
- Still eager to change the world and optimistic

Gen Xers

- Self-reliant and want their own piece of the action
- Time is currency
- Family and friends come before a Boomer-type, work-centric focus
- Slacker reputation evolved to hardworking
- Don't trust large institutions

Gen Zers

- Internet as No. 1 resource, and willing to trade privacy for information and convenience
- Expect a lot of guidance and free information
- Short attention span, uncomfortable with ambiguity
- Demand transparency
- Must see career opportunities or become impatient and move on

Millennials

- Hardworking problem-solvers
- Concerned with privacy and cybersecurity
- Value-conscious
- Very devoted to and personally involved in social causes
- Want prompt and frequent feedback

Fears of each generation.

Baby Boomers

- Being displaced by younger managers and new ways of doing things (technology and other)
- Reduction in productivity if they permit more flexibility and new, as yet unproven to them, methods
- Loss of professional identity
- Losing relevance
- Losing clients

Gen Xers

- Losing clients
- Reduced profitability
- Losing Millennial employees (turnover) in support roles
- Not being adequately prepared for major leadership roles
- Lack of support from Boomers and Millennials
- Not having time for family/personal life

Gen Zers

- Cyber warfare
- Environmental harm (climate change)
- Global economic instability and global terror/safety concerns

Millennials

- Not understanding perspectives and expectations of older colleagues
- Not doing everything right
- Disapproval; not appearing "smart"
- Not having a voice or restriction of their self-expression