



The workforce of the future is here. Are you ready?

To survive — and thrive — you need high-performing leaders and rising stars

Building a leadership pipeline

The challenge:

- Your previous top performers have hit a plateau...
- Your existing talent isn't ready for a digital future...
- Millennial leaders have the mindset you need, but not enough experience...
- A much larger portion of your workforce is remote or contractor based and you don't know how to manage, develop and engage them...
- Competitors are wooing away your top talent...

It's time to reimagine your workforce for the future of your business.



Why invest in leadership?

Companies that do are:

3x

more likely to innovate

5x

more likely to effectively anticipate and respond to change

They also earn more:

37%

higher revenue per employee

9%

higher gross profit margins

There's a bold, new way to unlock the power of leadership across your organization.
Leadership development — a human capital solution from Deloitte.

Deloitte solutions for building a leadership pipeline include:

Leadership strategy	Flagship programs	Custom development
<p>Reinvent your leadership portfolio</p> <ul style="list-style-type: none"> • <i>What we do:</i> Assess your existing leadership development portfolio. • <i>The outcome:</i> A future-focused strategy to develop your leaders. <p>Profile for the future</p> <ul style="list-style-type: none"> • <i>What we do:</i> Define the requirements for the leadership roles in a future that is constantly evolving. • <i>The outcome:</i> Clear leadership expectations so leaders can be held accountable. <p>High potential validation</p> <ul style="list-style-type: none"> • <i>What we do:</i> Validate your existing designations of high potential talent against a future-focused standard and conduct deep-dive assessments on critical talent segments. • <i>The outcome:</i> Identify who within your organization is likely to become a successful leader. 	<p>High potential acceleration</p> <ul style="list-style-type: none"> • <i>What we do:</i> Accelerate your high potential employees by improving their strategic thinking, leadership capabilities and team performance. <p>Enterprise leader forum</p> <ul style="list-style-type: none"> • <i>What we do:</i> Broaden your executives' perspective to take on a more holistic mindset and be able to address more complex, enterprise-wide challenges. <p>Women's leadership</p> <ul style="list-style-type: none"> • <i>What we do:</i> Help women achieve greater upward mobility by providing opportunities to build skills and address unique gender challenges. <p>Digital leadership</p> <ul style="list-style-type: none"> • <i>What we do:</i> Provide a forum to explore what leading in a digital environment means and how your leaders will have to adapt. <p>Leading with purpose</p> <ul style="list-style-type: none"> • <i>What we do:</i> Help leaders identify their values and what they stand for so they inspire others and increase their resiliency. <p><i>The outcome:</i> The next generation of leadership talent, ready for bigger roles, more quickly.</p>	<p>Executive forums / summits</p> <ul style="list-style-type: none"> • <i>What we do:</i> Experiential and immersive experiences for executives at milestone events, such as annual leadership summits or product launches. • <i>The outcome:</i> A group of leaders educated, aligned and prepared to execute on a new strategy or change. <p>Executive education</p> <ul style="list-style-type: none"> • <i>What we do:</i> Specialized programs focused on specific topics and trends impacting organizational strategy, industry and customers. • <i>The outcome:</i> Leaders with broader perspective, ready to anticipate and lead your organization through change. <p>Custom executive journeys</p> <ul style="list-style-type: none"> • <i>What we do:</i> Learning journeys that blend in-person, experiential, immersive and on-demand learning methods. Each journey is carefully tailored to its specific audience. • <i>The outcome:</i> Leaders developed through diverse experiences, education and application around a common theme or need.
		



Develop leaders at all levels of your organization.

The business case:

70%
CEOs who report that their organizations don't have the skills to adapt to disruptive digital change.

44%
Millennials who are now in leadership positions, but only 7% of organizations believe they're excellent at building millennials to lead in the future.

17%
Global executives who think they're ready to manage a workforce with people, robots and AI working side-by-side.

Prepare your leaders for tomorrow, today.
Learn more about leadership solutions from Deloitte at www.deloitte.com/us/humancapital

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