DEVELOPING YOUR
NEXT WAVE
OF
LEADERS
Don’t Let the “Silver Tsunami” Wipe You Out
CHRISY SCIVICQUE
CCS VENTURES, LLC

Chrissy Scivicque

Certified Professional Career Manager (PCM)
Certified Corporate Trainer (ATD)
EatYourCareer.com
LIFELONG LOVER OF LEARNING

The Problem
The Silver Tsunami
One-fifth of the U.S. workforce has passed or is nearing retirement age.
The U.S. Bureau of Labor Statistics
A somewhat controversial metaphor used to refer to the health and economic implications associated with the aging population
When leaders at any level leave, the organization stands to lose...

- Critically important relationships
- Vast amounts of institutional knowledge
- A wealth of hard-earned wisdom gained through experience

The Opportunity

- Fresh Perspective
- Renewed Enthusiasm
- Powerful Culture Shifts

The Solution

CONTINUOUSLY
Cultivate Your Internal Talent
Be Proactive

How to Cultivate Your Internal Talent

1. Identify
2. Train
3. Mentor

1. Identifying Your High Potentials

• Ambition
• Attitude
• Ability

1. Identifying Your High Potentials

• Ambition
• Attitude
• Ability
1. Identifying Your High Potentials

- Ambition
  - Ask
- Attitude
  - Observe
- Ability
  - Assess

2. Training Your High Potentials

- Knowledge Share
  - Traditional Training
  - Stretch Opportunities

Don’t Let People HOARD Knowledge
Knowledge Share

Define

Document

Distribute

Define What Needs to Be Shared

Processes

People

Practices

What makes you successful?

Document What Needs to Be Shared

Distribute What Needs to Be Shared
2. Training Your High Potentials

Knowledge Share

Traditional Training

Stretch Opportunities

Offer Stretch Opportunities

Traditional Leadership Training

- Assertiveness
- Decision-Making
- Communication
- Coaching
- Reputation Management
- Problem Solving
- Public Speaking
- Intuition
- Business Acumen
- Time
- Innovation
- Emotional Intelligence
- Conflict Management
- Time Management
- Feedback
- Emotional Intelligence
- Self-Management
- Influence
- Learning from Mistakes
- Negotiation
- Relationship Management
How to Cultivate Your Internal Talent

1. Identify
2. Train
3. Mentor

3. Mentoring Your High Potentials

Traditional Mentorship

Peer Mentorship

The Benefits of Nurturing Future Leaders

- Everyone sees that the organization supports employee growth
- Employees feel valued
- Retention and engagement increase
- Increased availability of capable leaders who are prepared to lead

Need Help Developing Your Next Wave Leaders?

A comprehensive and fully customizable program to turn high potentials into successful leaders
More Resources

Complete the form to:

- Get notified about my FREE training webinars
- Learn more about coaching and/or training
- OTHER: Get my Special Report on this topic

BOOK RAFFLE!!

THANK YOU
PLEASE KEEP IN TOUCH

Chrissy Scivicque
Chrissy@EatYourCareer.com