



Case Study

Midwestern Holding Company Needed Home-Grown Leaders

Situation

This Midwestern holding company needed to attract additional leadership talent to fulfill its strategic plan.

Challenge

Many talented leaders see the Midwest as “fly-over” country. And after failing to retain national talent, the organization made the decision to grow their own.

Resolution

The plan included:

- Conducting an internal talent search
- Utilizing Predictive Index
- Selecting key individuals to participate in long-term leadership development programs
- Developing individualized career paths for top performers
- Identifying stretch projects for key individuals
- Creating an executive culture of critique and feedback

More than 120 talented employees participated in this program over the course of four years. 108 graduates were promoted to management positions within 12-months of completing their program. And 11 leaders have become officers of the company.

