



# Learning & Development

## Situation

This Midwestern holding company needed to attract additional leadership talent to fulfill its strategic plan and be ready for growth into the future.

## 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 leaders.

## Company Needed to Grow Leaders

## 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 constructive feedback

More than 120 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.