



HIGH POTENTIAL:

IDENTIFYING, DEVELOPING & RETAINING FUTURE LEADERS

OCTOBER 19–20
RENAISSANCE BALTIMORE
HARBORPLACE HOTEL
Workshops October 18

THE SIOP LEADING EDGE CONSORTIUM

The Society for Industrial and Organizational Psychology held the first Leading Edge Consortium (LEC) in 2005 with the goal of engaging seasoned I-O psychologists, researchers, and practitioners. By focusing on one cutting-edge topic per year, the LEC committees brought a leading-edge issue in the field focusing on psychological variables to the fore. By bridging and integrating the science and practice of the issue and bringing researchers and practitioners together on shared interests, the LEC has moved the field forward in both science and practice, provided visibility and discrimination for the profession of I-O psychology, and built a stronger reputation in the business and academic worlds.

THE 2018 EVENT

The annual SIOP Leading Edge Consortium brings together approximately 250 senior and mid-level business leaders on a timely topic relevant to industrial-organizational psychology and HR management. Given the critical impact that high potential talent can have on the business, it is easy to see why this is a compelling strategic issue for those business leaders and their organizations. Most organizations want to unlock the secret to successfully identifying, developing, and retaining high potential talent. Therefore, the 2018 LEC is focused on bringing the top thought leaders together with seasoned practitioners who are knowledgeable and experienced in all aspects of high potentials. Attendees will learn best practices and practical and strategic applications to take back to their organization. Workshops and sessions will cover a wide range of topics linked to the high potential lifecycle, including identification and assessment, development, program design and integration, and the future of high potential talent management. Leading experts in the talent space—from academic researchers, applied psychologists, and consultants to senior executives from world-class institutions—will discuss their perspectives, recommendations, and tactical guidance in solving the most pressing strategic talent challenges in various types of organizations. In addition to workshops and sessions, there will be structured and informal networking opportunities for those attending to learn from each other and session speakers.

2018 LEC PROGRAM

THURSDAY, OCTOBER 18

- LEC High Potential Talent Workshops
- Identifying and Assessing High Potential Leadership Talent
- Developing High Potential Talent
- Building Integrated and Sustainable High-Potential Talent Management Programs
- LEC Welcome Reception, USS Constellation Sailing Ship

FRIDAY, OCTOBER 19

- Introductions and Welcome
- Business and Strategic Overview
- Overall Life Cycle for Leaders
- High Potential Definitions
- High Potential Identification
- High Potential Assessment
- High Potential Development
- Impact of Organizational Culture, Global Efforts, and Merger Complexities
- Networking Reception
- Networking Dinners

SATURDAY, OCTOBER 20

- High Potential Retention
- High Potential Program Design and Integration
- Integrating High Potentials into Organizational Practices
- Future of High Potential Leadership Talent in Organizations
- Future Forecasting and Long Term Vision for HiPo talent
- Conference Summary and Learnings

2018 LEC PLANNING COMMITTEE MEMBERS

Co-Chair: Rob Silzer, HR Assessment and Development/Baruch, CUNY

Co-Chair: Allan Church, PepsiCo

David Baker, IMPAQ International

Karen Grabow, Grabow Consulting, LLC

Raphael Y. Prager, PepsiCo

John Scott, APT Metrics

Lorraine Stomski, Walmart