

# **Life Cycle Of High-Potential Employees: Drive Leadership Through A Culture Of Continuous Learning**



Over the time, leadership development has evolved as much as the thought of a modern leader. The effectiveness of a leadership strategy is highly based on what context and means it is being carried out. Unlike previous times, it is not necessary to accumulate all the learners at one place to conduct sessions to impart knowledge. While we cannot negate the importance of face-to-face training, technology has brought a paradigm change in the learning scenarios at all levels. ILT, VLT, On-the-job, Social Media etc. are some of the various learning experiences that not only are technology-enabled, but also focus on keeping the learners' engaged.

In response to these changing landscapes, leadership evolution remains focused on the individual. While undergoing the leadership change, individuals choose to form their own teams, mentors, to drive collaborative results. Everyone has a specific role in this cycle which directly or indirectly affects the development of high potentials. While teams are helpful in executing ideas and decisions that the individuals have taken;

leaders do not engage directly, they facilitate. The purpose of involving a leader is to help prepare high-potential employees undertake responsibilities independently, help them grow and make best use of their discrete strengths.