

## **Client problem – identifying and managing the next leaders in my organization,** as discussed during Brussels meeting on April 25, 2015 (with thanks to Damian Menzies).

The following scenarios are designed to stimulate a conversation either with an existing client or prospect.

The purpose of the scenarios is to create a situation whereby the client / prospect recognizes they have some issues and require some external input to more effectively manage the situation.

These scenarios are not designed with a premeditated solution in mind. We, as OIGP, are recognized for our ability to design and deliver a customized solution for our clients. The technical solution will be designed after the nature of the problem is identified.

Before meeting with any client / prospect we need to establish the following:

1. They are international
2. They have some appetite for using external resources
3. ....

### **Assumptions (with existing company)**

1. What are you doing today to identify and develop your next generation of leaders?
2. What do you do locally and globally?
3. What does success look like in that process?
4. How is it measured?
5. Is your process integrated with the performance management process?
6. Is it aligned to delivering the strategic business goals?
7. Who has these conversations with your future leaders?
8. How competent are they in these communications?
9. Do you have similar experiences in local and international operations?
10. What would you like to see done differently?
11. How do you solve these challenges?

### **Assumptions – prospect (nothing in place, this is the audience that might not be the decision maker)**

1. Where do you expect to be in the next 3-5 years?
2. What will that look like?
3. How do you measure success?
4. What are the gaps in your executive team?
5. How do these gaps impede you from achieving your objectives?
6. Do you open in country with expats or locals and what problem(s) does this present?
7. How do you solve these challenges?
8. What specific issues does your CEO have in taking the business international?
  - (Add example by saying that we have a German coach that might be able to support you / how are you developing your current managers for the move? )

### **Our challenge !**

To have 2 conversations by 2nd July, 2015.

To make this task easier, it may be best to approach one of your OIGP partners and discuss an approach for a specific client (for example, I have a prospect in Australia – Cochlear – who have their US headquarters in Denver, I can speak with Susan/ Shawna to develop an approach).