



Emerging Leaders Accelerator™ Overview

Six-Month Leadership Development Experience



Strategic Overview

EXECUTIVE OVERVIEW

This briefing presents a comprehensive framework for accelerating senior leadership capability within your organization. Drawing on evidence-based methodologies and validated assessment tools, we outline a structured approach to identifying, developing, and retaining executive talent.

Our methodology integrates three core dimensions: diagnostic assessment, targeted development, and sustained performance coaching. Each component is calibrated to your organization's strategic priorities and cultural context.

The following pages detail our five-stage methodology, program architecture, assessment framework, projected outcomes, and relevant case evidence.

IDEAL PARTICIPANTS

Ideal Participants

- New managers
- First-time people leaders
- Supervisors
- Team leads
- Emerging leadership talent

Organizational Need

Organizations often promote strong individual contributors without providing leadership development support. The Emerging Leaders™ Accelerator builds foundational leadership capability before leadership habits become entrenched.

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Five-Stage Methodology

A proven, evidence-based approach to accelerating executive leadership capability.

- O1** **ASSESS**
Comprehensive assessment of current leadership capability and organizational context.
- O2** **DESIGN**
Tailored development architecture aligned to strategic priorities.
- O3** **DEVELOP**
Targeted interventions combining coaching, experiential learning, and peer exchange.
- O4** **DEPLOY**
Structured implementation with clear milestones and accountability frameworks.
- O5** **SUSTAIN**
Ongoing reinforcement, measurement, and continuous improvement.

Program Architecture

Four integrated development streams designed to build leadership capability at every level.

01

Leadership Foundations

Communication, accountability, delegation

02

Coaching & Feedback

Building people leadership capability

03

Conflict & Collaboration

Working effectively across teams

04

Individual Coaching Support

Personalized application and growth

Leadership Assessment

Validated diagnostic tools providing actionable insight into leadership capability and potential.

StrengthsFinder & Individual Development Planning

Personalized leadership development roadmap built from assessment outcomes, ensuring focused growth aligned to role readiness.

EQ-i 2.0

Emotional intelligence assessment measuring self-perception, interpersonal, and decision-making competencies.

TKI Conflict Styles

Assessment of preferred conflict-handling modes to strengthen collaboration and negotiation effectiveness.



Why Invest?

Evidence-based outcomes demonstrating return on leadership development investment.

67%

Improved Manager Effectiveness

Organizations with structured leadership programs are 2.4x more likely to hit performance targets (McKinsey, 2023).

40%

Higher Employee Engagement

High-potential leaders who receive development are 87% less likely to leave within 2 years (Deloitte, 2023).

6 Months

Accelerated Readiness

Structured programs produce measurable behavioural and business outcomes within 6-12 months (SHRM, 2024).

Sources: McKinsey & Company (2023), Deloitte Human Capital Trends (2023), SHRM Talent Development Report (2024)

ROI HIGHLIGHTS

- Reduced external hiring costs by 40% through internal pipeline development (SHRM, 2024).
- Accelerated time-to-productivity for newly promoted leaders by 60% (McKinsey, 2023).
- Improved employee engagement scores by 23% in teams led by program participants (Deloitte, 2023).
- Decreased voluntary turnover among high-potentials from 18% to 7% (SHRM, 2024).

Success Story

Food & Industrial Ingredients | 3-Year Engagement | 35 Leaders Across Three Cohorts

THE CHALLENGE

A global producer of food and industrial ingredients from plant-based, renewable sources was undergoing rapid operational expansion while experiencing growing pressures on leadership capability, communication effectiveness, and cross-functional alignment. High-potential leaders were technically strong but required deeper strategic thinking, stronger collaboration, and enhanced readiness for broader leadership roles.

OUR APPROACH

An 8-month High-Potential Accelerator was deployed integrating executive assessment and 360 insights, individualized development roadmaps, monthly coaching sessions focused on strategic thinking and influence, cohort-based workshops, manager alignment, and a capstone leadership challenge aligned to enterprise priorities.

THE RESULTS

Now in its third year, the program has developed 35 high-potential leaders across three cohorts, delivering \$775K in total value on a \$193K investment (302% ROI). Alumni continue to develop through ongoing leadership capability building, continued coaching, and peer-level learning opportunities within Abloom Consulting's leadership development ecosystem.

Increased

Retention

Increased

Promotion
Readiness

Stronger

Internal Talent
Pipeline

Karyn Edwards, PhD

Organizational Consulting Psychologist | Founder, Abloom Consulting

PROFESSIONAL BIOGRAPHY

Dr. Karyn Edwards is an organizational consulting psychologist whose work integrates three complementary perspectives: organizational science, coaching mastery, and applied psychology. Over her 25+ year career, she has held senior leadership roles across multiple industries before founding Abloom Consulting, where she partners with executives, teams, and organizations to elevate leadership effectiveness, strengthen talent systems, and accelerate leader readiness.

Her approach blends evidence-based methodology with practical, executive-level insight to help leaders increase strategic clarity, strengthen communication, and drive measurable performance outcomes. Karyn holds a PhD in Industrial and Organizational Psychology and brings extensive expertise in executive coaching, leadership development, talent assessment, and organizational behavior.



CREDENTIALS & AFFILIATIONS

PhD, Industrial & Organizational Psychology
Master's in Organizational Management
Certified Professional & Executive Coach (UT Dallas)
ICF Member - International Coaching Federation
Member - American Psychological Association (APA)
Member - APA Division 13: Society of Consulting Psychology

MEMBERSHIPS



Begin the Conversation

We welcome the opportunity to discuss how a tailored leadership development engagement could accelerate your organization's strategic priorities.

Karyn Edwards, PhD

Organizational Consulting Psychologist

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01

Discovery

Conversation to understand strategic context

02

Proposal

Tailored scope and engagement design

03

Diagnostic

Assessment and stakeholder alignment

04

Implementation

Program design and launch planning