



Leadership Accelerator™

Executive Briefing

Strategic Framework for Accelerating
Leadership Capability



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.

PROGRAM PATHWAYS

- **Emerging Leaders Accelerator™**
Building foundational leadership skills for high-performing individual contributors stepping into their first leadership roles.
- **High Potential Accelerator™**
A multi-month cohort experience designed to fast-track readiness for senior leadership through assessment, coaching, and applied learning.
- **Senior Leader Accelerator™**
Deepening strategic capability and executive presence for leaders navigating complex, enterprise-wide responsibilities.
- **Executive Team Accelerator™**
Aligning senior leadership teams around shared strategy, trust, and collective performance at the highest level.
- **Custom Organizational Solutions**
Tailored leadership development architectures designed to meet your organization's unique strategic and cultural context.

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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

Executive Coaching

One-to-one coaching for C-suite and senior executives focused on strategic leadership, stakeholder influence, and organizational transformation.

02

Leadership Accelerator

Intensive cohort-based program for high-potential leaders transitioning to enterprise-wide roles and responsibilities.

03

Team Effectiveness

Structured interventions to build high-performing leadership teams with shared purpose, trust, and accountability.

04

Succession Readiness

Assessment-driven development for identified successors to critical roles, ensuring pipeline continuity.

Leadership Assessment

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

360-Degree Feedback

Multi-rater assessment capturing perspectives from direct reports, peers, and senior stakeholders to identify blind spots and development priorities.

Executive Assessment & Leadership Profile

Comprehensive leadership assessment combining psychometric tools, behavioral insights, and stakeholder input to map readiness, strengths, and gaps aligned to future-role expectations.

Leadership Roadmap & Development Planning

A personalized leadership development roadmap built from assessment outcomes, manager alignment, and organizational priorities. Ensures leaders focus on capabilities that accelerate role readiness and measurable impact.



Why Invest?

Evidence-based outcomes demonstrating return on leadership development investment.

2.4X

Revenue Growth

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

87%

Retention Rate

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

6-12 mo

Time to Impact

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

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

Client Engagement

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.

\$325K

Promotion
Value

100%

Leadership
Retention

302%

Return on
Investment

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