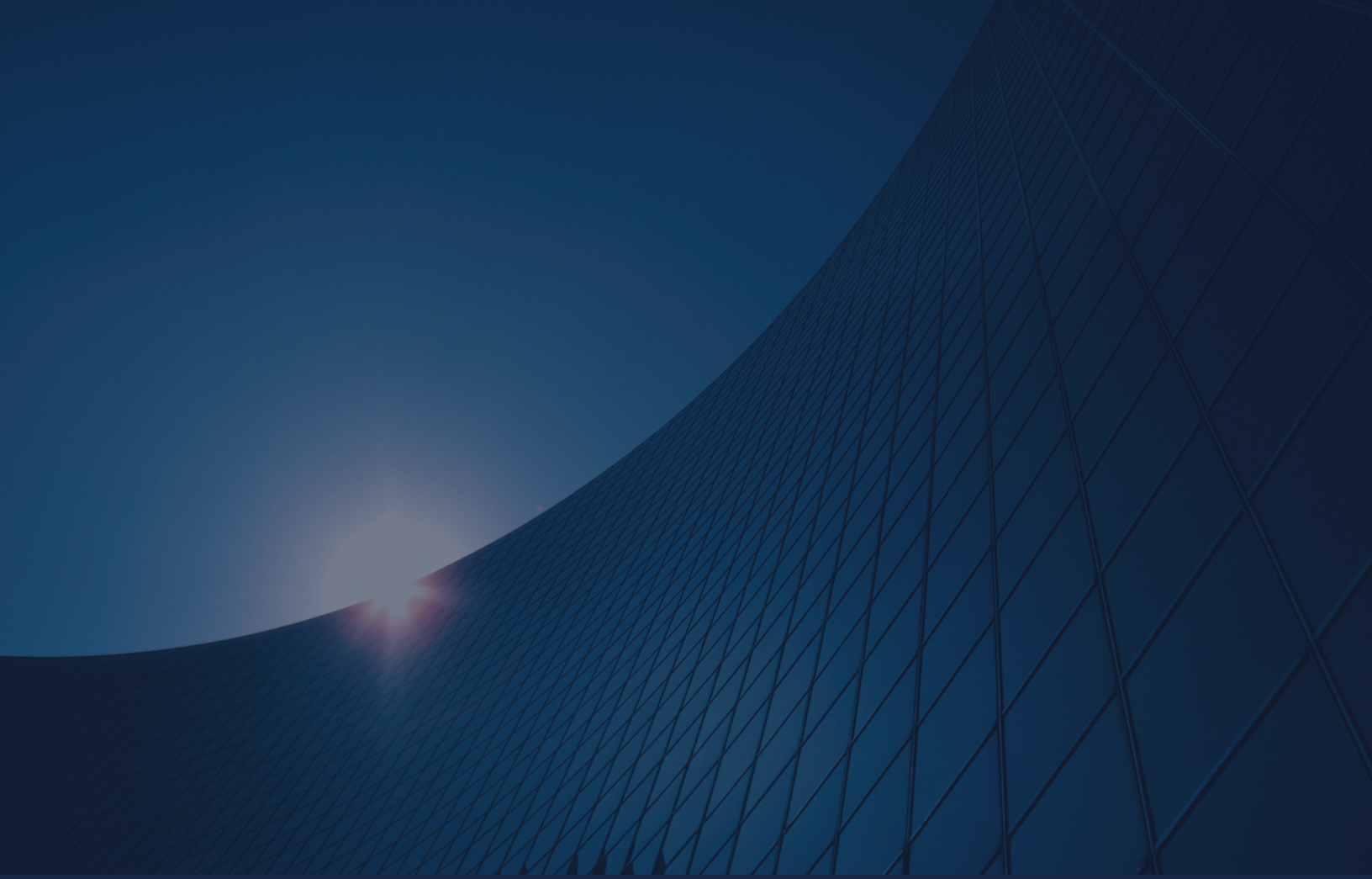




High Potential Accelerator™ Overview

Eight Month Development Experience



Strategic Overview

The High Potential Accelerator™ is designed to fast-track leadership readiness among your organization's most promising talent.

Grounded in evidence-based methodology, this eight-month experience integrates three core dimensions:

- Diagnostic assessment
- Targeted development
- Personalized executive coaching

Participants move through a structured five-stage methodology that builds strategic capability, strengthens self-awareness, and accelerates transition into broader leadership roles.

abloomconsulting.com/leadership-development

IDEAL PARTICIPANTS

- High-performing leaders demonstrating exceptional capability and future leadership trajectory
- Succession candidates preparing for expanded scope or next-level roles
- Emerging leaders at key career inflection points ready for broader responsibility
- Pipeline talent with strong ambition and readiness to stretch beyond current roles
- Technical or specialist leaders transitioning into enterprise-wide leadership

ORGANIZATIONAL NEED

Organizations invest in this program to build a robust leadership pipeline, align capability with strategic direction, and retain top talent through meaningful development.



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.

O1

Hogan + EQ-i + TKI + 360

Comprehensive assessments, including emotional intelligence, leadership style, and conflict style, for deep self-awareness. A 360 is also included for awareness of reputation and a health snapshot of relationships with key stakeholders.

O2

Executive Coaching

Executive Coaching that is based on the goals established for each leader individually. A six-month coaching engagement designed to support real transformation based on I/O Psychology.

O3

Cohort Learning

Intensive cohort-based program for high-potential leaders transitioning to enterprise-wide roles and responsibilities. Topics are customized to the organization's needs.

O4

Strategic Capstone Experience™

Optional addition to the program that includes a business focused challenge with discovery, recommendations and executive presentations.

Leadership Assessment

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

Hogan Leadership Forecast Series

Comprehensive leadership assessment measuring day-to-day leadership style, derailment risks, and core values that drive behavior.

EQ-i 2.0

Validated emotional intelligence assessment measuring self-perception, interpersonal skills, decision making, self-expression, and stress management.

TKI Conflict Styles

Assessment of preferred conflict-handling modes across five styles, enabling leaders to adapt their approach to different situations.

Customized 360 Feedback

Multi-rater assessment tailored to your organization's leadership competency model, capturing perspectives from direct reports, peers, and senior stakeholders.

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).

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).

\$775K

Documented Organizational Value

302%

ROI

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