

Leadership Development Program

Looks like you're hoping to build a leadership pipeline of confident, ready-now successors. Leaders need guidance to step up and develop the skills, relationships, and business acumen they'll need to successfully move your business forward.

This quiz provides general recommendations. Need personalized guidance?

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Here's your blueprint for an impactful leadership development mentoring program:

Target talent group:

High-potential leaders

Successors for Key Roles

Existing Leaders

Potential program goals:



Fuel constant development. Connect leaders with peers to apply new skills in a real-world context and foster ongoing growth.



Build a deep leadership bench. Ensure your business has a pipeline of successors who are ready to step up when needed, enabling internal mobility.



Boost retention and engagement. Keep your top leaders engaged and invested in their development and the company's success.

Skills to develop:

Focus on:

Business Acumen

Strategic Thinking

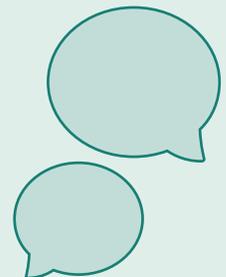
Decision-Making

Change Management

Skills to Lead the Way

Match types:

Peer or senior executive pairings, fostering strategic collaboration and growth.



Program elements & content:

Offer strategic planning frameworks, business acumen development tools, and leadership best practices. Keep it fresh and engaging with a variety of mentoring experiences:



Fixed-period development programs foster deep learning and connection through 1:1 pairings with senior executives or small group leadership circles, focusing on strategic thinking, business acumen, and decision-making.



Group learning sessions connect high-potential leaders with subject-matter experts for deeper dives into strategic initiatives and cross-functional collaboration.



Networking opportunities spark collaboration and knowledge sharing among leaders across the organization, extending beyond primary mentor-mentee relationships to facilitate strategic connections.



Get to Know

Leader-led discussions with targeted invites, for two-way discussions that increase visibility of top talent and provide access to leaders



Develop Skills

SME-led small group sessions or workshops focused on developing strategic thinking, decision-making, and other critical leadership mindsets



Give Guidance

Targeted mentoring program leveraging the experience of senior leaders to guide HiPos through real-world challenges and accelerate their professional growth



Broaden Networks

1:1 networking across groups to broaden networks of HiPos and successors, deepen organizational awareness, and facilitate cross-team and collaboration



Facilitate Sponsorship

Action-oriented program designed to create stretch opportunities for top talent and accelerate mobility

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Measurement: Establish KPIs based on program goals.

Goal	KPI
Fuel constant development	<ul style="list-style-type: none">• Feedback surveys to assess skill development and individual goals (pre- and post-program) with sliding-scale questions like “I was able to practice and/or develop my leadership skills as a result of this program.”
Build a deep leadership bench	<ul style="list-style-type: none">• Leading indicators of readiness to move into key roles, with survey questions like “I have deepened my understanding of our business and how my work fits into the bigger picture as a result of this program” or “I uncovered new opportunities for cross-team collaboration.”• Number of identified successors for critical leadership positions• Improvement in promotion rates or lateral moves into key leadership positions• Time to promotion for high-potential leaders
Boost retention and engagement	<ul style="list-style-type: none">• Leading indicators with sliding-scale survey questions like “I feel my organization is investing in / recognizing me by providing this opportunity” or “I believe this is a company where I can have a successful career.”• Improvement in retention of leaders• eNPS scores among leadership participants• Qualitative feedback from employees on the effectiveness of the leadership team



“The program for CI Financial is going to be a matching of senior executives with up and coming talent and leadership across the organization. We have a goal of matching people with people they wouldn't normally work with. [...] It's really a chance to learn more, both on a personal level, but also about what's going on in the business to create a more agile and open, open minded organization.”

Sarah Schroeder

Head of HR Business Partners Canada,  FINANCIAL

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10KC's Leadership Development Pathway makes it easy

With ongoing change at virtually every company, strengthening leadership skills remains a top priority for HR leaders. But, organizations often over-index on formal, classroom-based development activities. This means you miss out on the most impactful way to close the leadership skills gap—connection with peers to discuss, apply, and continue practicing new skills.

With 10KC's Leadership Development Pathway, you can equip future and current leaders with the skills and business acumen they need to lead your company through transformation. Plus, help them create lasting peer connections with other leaders to encourage cross-functional collaboration that drives your strategy forward.

90%

of 10KC users learn new skills that help them achieve career goals.

81%

of 10KC users feel they're able to practice and/or develop their leadership skills.

88%

feel more connected to their colleagues as a result of 10KC.

Streamline the entire process to drive real results

- ✓ Deepen bench strength with structured mentoring pathways that accelerate readiness for key roles.
- ✓ Help leaders continuously improve skills with engaging group sessions that reinforce key concepts.
- ✓ Form strong cross-functional connections to enhance business acumen, drive collaboration and achieve strategic goals.
- ✓ Accelerate the access and impact of leadership programs with best-practices that streamline management.

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The Leadership Development Pathway experience

Pathways are our unique take on mentoring, allowing to you weave together a variety of mentoring experiences (1:1, group, and networking) that all work together to help your leaders develop the skills they need to lead your business today, and tomorrow.

Employees in the Leadership Development Pathway can engage in:



1

Mentoring

Connect employees 1:1, 1:many or in small groups for structured guided discussions.

2

Networking

Intentionally connect employees with peers and leaders across the org to foster cross-functional collaboration, skill development, and a continuous learning culture.

3

Office Hours

Offer group learning sessions to connect employees with leaders and subject matter experts for knowledge sharing, skill application, and collaboration.

Session: Leading Through Change

Sample Mentoring Session

Overview

As we know, in today's global climate, the only constant is change. As a leader, this has moved the ability to lead through change from a nice to have, to a critical capability. Using the pre-work as a starting point, in this session you will explore a few of the aspects of change leadership, including the importance of diversity, trust, and the ways our identities and mindsets can play a role in how we respond to and lead change.

Pre-Work

- **Read:** Developing a Digital Mindset
- **Watch:** 5 Steps to Fix Any Problem at Work [11:53]
- **Watch:** What Leaders Need to Know About Change [19:55]

Discussion Questions

- ? Think about a time in your career when you led a significant change effort that was successful. What did you learn?
- ? What new thoughts or ideas do you have now about leading change since beginning Anne Morriss's exercise?

Skills leaders will develop:

Leadership skills

Strategic thinking

Change management

Decision making

Adaptability

Networking strategies

Leveraging diverse perspectives

Career planning

Self-reflection

Spotting burnout

Building self-awareness

Setting boundaries

Need personalized mentorship guidance, and curious how 10KC can help?

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