

Next Generation of Leadership

Seeding Financial Service Company with Next Generation of Leadership

Global Financial Service company with an established Real Estate division, was facing a Next Generation of Leadership issue within the EMEA region. With established and international recognised Senior Executives approaching retirement age, the company needed to recruit and handover responsibilities to the next generation of Leaders.

Taplow Solution

Whilst assessing internal potential, we also externally, discreetly approached and assessed potential leaders from across the European region. Our processes enabled the client EMEA leaders to clearly compare internal possibilities, with possible external hires, whilst mapping leadership abilities and required development processes to hone the individuals skill sets, so people could step into senior EMEA leadership roles within a 18 month period.

Outcome

The client was able to not only promote a person internally, but also recruited two executives, instigated a 12-month training and development plan to augment peoples skills and abilities. Taplow had sight of their development and suggested additional resources where required throughout the process. All three people now hold leadership roles within the EMEA regions management.

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