



WORKSHOP OVERVIEW

Creating a Pipeline of Talent

DEVELOP THE PEOPLE YOU ALREADY HAVE. BUILD THE LEADERS YOU'LL NEED TOMORROW.

Your next great leader may already be on your team. Learn how to identify potential, develop people intentionally, and prepare your next generation of leaders.

You don't build a strong talent pipeline by waiting until a position opens. You build it before you need it.

This interactive workshop helps leaders identify potential within their organization, recognize development opportunities, and create practical strategies for preparing employees to take on greater responsibility.

FORMAT
60–90 Minutes
Half-Day
Full-Day

AUDIENCE
Leaders
Managers
HR Professionals
Supervisors

DELIVERY
Virtual
In-Person

Why This Workshop Matters

Too many organizations start thinking about succession after they have a vacancy. By then, it's already a problem.

- ✓ High-potential employees may leave for growth opportunities.
- ✓ Managers struggle to identify who is ready for more responsibility.
- ✓ Leadership transitions become reactive instead of strategic.
- ✓ Critical knowledge can walk out the door.
- ✓ Employees may feel there is no clear path for growth.
- ✓ Organizations become overly dependent on external hiring.

A strong talent pipeline isn't built overnight. It is built through intentional development.

The Shift Leaders Need to Make

From: “Who can fill this position?” → To: “Who are we developing for what's next?”

What Participants Will Learn

Spot potential — Identify potential leadership talent and distinguish performance from potential.

Start better conversations — Have meaningful career and development conversations with employees.



Find development gaps — Recognize skills, experiences, or confidence that may limit readiness.

Create stretch opportunities — Give employees practical ways to grow through increased responsibility.

Build ownership — Help employees take greater ownership of their development.

Develop before the opening — Prepare people for future roles before a leadership vacancy occurs.

THE EXPERIENCE

Stop Waiting for Your Talent Pipeline to Build Itself.

Many organizations recognize the importance of developing future leaders. The challenge is turning that intention into action.

This workshop moves beyond traditional succession planning and focuses on what leaders can actually do today to develop tomorrow's talent.

Spot potential. Start better conversations. Create meaningful growth opportunities. Build intentional development plans.

IDENTIFY	DEVELOP	ENGAGE	PREPARE
Recognize potential, readiness, and development opportunity.	Create experiences that build capability—not just information.	Discuss growth, aspirations, strengths, and next steps.	Build readiness before the organization has an urgent need.

Why Rising Phoenix Leadership?

Develop the people. Strengthen the organization. Rising Phoenix Leadership brings practical leadership development, coaching, facilitation, and behavioral assessment experience to organizations that want their people to grow—and their leaders to be ready for what's next.

Karen Mellen combines leadership development with more than 20 years of Human Resources experience to help organizations develop people, strengthen teams, and build leadership capacity.

The goal isn't another binder of information. It's practical tools leaders can use with their people.

Designed Around Your Talent Challenges

This experience can be customized around leadership succession, internal promotion, emerging leaders, employee development, manager development, retention of developing talent, knowledge transfer, organizational growth, leadership transitions, and building a culture of development.

Flexible Delivery

60-Minute Keynote • 90-Minute Interactive Workshop • Half-Day • Full-Day • Multi-Session Leadership Development Series • Virtual and in-person delivery available.



FROM TALENT IDENTIFICATION TO TALENT DEVELOPMENT

What Your Organization Can Build

- ✓ A stronger internal talent pipeline
- ✓ Greater leadership readiness
- ✓ More intentional employee development
- ✓ Stronger internal mobility
- ✓ Increased employee engagement
- ✓ Greater retention of developing talent
- ✓ Better preparation for leadership transitions
- ✓ Less reactive talent planning

These are intended outcomes of the development approach, not guaranteed results.

Develop People Based on How They Naturally Work

Leadership development isn't one-size-fits-all.

By integrating DISC® Behavioral Assessments, leaders gain insight into how employees naturally communicate, make decisions, approach challenges, and interact with others. That awareness can help leaders have more productive development conversations and identify opportunities to stretch employees in ways that support their growth.

DISC® is an optional enhancement that adds another layer of self-awareness to the talent-development conversation.

This Is Where the Partnership Begins

A workshop can create awareness. Building a talent pipeline requires consistent application.

Rising Phoenix Leadership can support your organization beyond the workshop through coaching, facilitation, behavioral assessments, and additional leadership development experiences—helping leaders turn development conversations into ongoing practices.

Your future leaders are worth developing today.

Let's Talk About Your Talent Pipeline.

Maybe you're growing quickly. Maybe a key leader is approaching retirement. Maybe your managers aren't sure who is ready for more responsibility. Or maybe your organization has talented people who simply aren't being developed intentionally.

Let's start with the talent challenge you're facing and determine what your people need to be ready for what's next.

BUILD MY TALENT PIPELINE

Karen Mellen

Rising Phoenix Leadership

Leadership Development Trainer | Coach | Speaker | DISC Consultant

www.risingphoenix-leadership.com

Develop Your Leaders • Strengthen Your Team • Build Your Talent Pipeline
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