LEADERSHIP DEVELOPMENT

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Human Resources, Training & Service Standards
LEADERSHIP

TALENT

MANAGEMENT
Why Recognize and Nurture?

- Strategic Goals
- Succession Planning
- Life blood of the organisation
- Setting the foundation

Lifeblood of the organisation
Leadership Development Courses

Management Trainee Program
IDENTIFYING LEADERSHIP POTENTIAL
IDENTIFYING POTENTIAL LEADERS

• Differentiate current versus potential performance
• Take time to identify skills needed
• Evaluate top performers these skills
• Identify junior leaders within departments
• Encourage mentorship with specific guidelines
• Assign potential leaders with small projects
KEY LEADERSHIP SKILLS

Motivate
Servant Leadership

Vision over Position

Communication

Leadership Respect

Action Learning
• Fosters a favorable creative environment
• Encourages individual initiative while promoting team work
• Creates an environment of mutual trust
• Prioritize creativity and reward innovation
SUCCESSFUL MENTORING

- Job enrichment
- On-going formal study
- Enhanced coaching skills
- Appreciates challenges
- Greater productivity
- Discovery of Leadership Talent
CULTURE

- MOST IMPORTANT: must be set by the head
- Management Trainee Programs
- Team Member Exchange Programs
- Management Employees Exposure
- Allows Diversity in the workforce
• Ensure Strategic Objectives clearly defined
• Identify required Leadership Skills
• Conduct a Leadership Skills Assessment
• Identify skills gap with future needs
• Create Leadership Development Program
• Enroll persons internally and externally
• Evaluate individual performance
• Evaluate Department performance
• Review and validate the program’s effectiveness
• Measure effects on the organisations performance
“Understand that we are in the people business. **The best leaders know that leading people requires loving them!** I’ve never met a good leader who didn’t care about people. Ineffective leaders have the wrong attitude, saying “I love mankind. It’s the people I can’t stand.” **But good leaders understand that people do not care how much you know until they know how much you care. You must like people or you will never add value to them.** And if you become indifferent to people, you may be only a few steps away from manipulating them. **No leader should ever do that.**”