

The Unheard Third™ : How to Identify, Grow, and Keep Your Latent Leaders

Description:

Leaders lead. Followers follow. And then there's The Unheard Third™—the people in the middle who, for one reason or another, fall through the **leadership** cracks when they're passed over or passed through. These latent leaders are the next-generation achievers whose potential has yet to be, or may never be, turned into performance. Companies can either tap into the enormous potential of these people, or waste a precious resource and lose a competitive advantage.

"Being the boss has nothing to do with being a leader."

Target Audience:

This presentation can be modified based on attendee demographics.

- *Leaders* who recognize that there is untapped potential in their organization. They see great value in identifying and cultivating those who haven't yet been selected as "high potential"
- *Employees* who describe themselves as being in The Unheard Third—those who are ready to assume a leadership role given some guidance, training, and direction

Objectives:

- To learn to recognize The Unheard Third in your organization
- To broaden your organization's definition of leadership
- To capitalize on diversity within your organization
- To acquire the tools needed to develop these latent leaders
- To inspire, motivate, and challenge all attendees to be their best and contribute that to their team
- To encourage attendees to engage their personal and professional power to help others create positive impact

Statement of Benefits:

- Accelerate talent management efforts by identifying and developing leaders who are already intellectually and emotionally invested in your organization
- Enable The Unheard Third™ to become more than individual contributors to your organization and energize them to acquire leadership skills and abilities
- Proactively prevent employees from becoming disengaged in their work and causing others to do the same
- Increase employee retention, keeping talented, experienced, and proven employees working for you—and not for your competitors
- Expand opportunities for diversity and inclusion by accepting different perspectives into your organization's decision-making structure
- Improve employee morale, which will help strengthen sales and service, increase productivity and profits, and boost organizational and customer loyalty and trust

Delivery Options:

- Tele-seminar
- Webinar
- Keynote
- Four-hour (1/2 day) training
- Full-day training
- Retreat (2-3 days)

All presentations are **customized** to the specific needs, challenges, and requirements of your organization. **They can also be tailored to be gender-specific.**



Nancy D. Solomon