



LEADERSHIP
WORTH
FOLLOWING

CASE STUDY: Strategically Building Bench Strength for Kalsec®

The Need

Building bench strength is a critically important function for businesses of all shapes and sizes; providing a means of planning for succession, identifying high-performing employees, and generally future-proofing the organization.

Kalsec®, a family-owned producer of natural spice, herb, color, antioxidant, and hop extracts with roughly 400 employees, reached out to Leadership Worth Following (LWF) to answer the following questions:

- > Which leaders should we invest development dollars in?
- > Who shows potential for success as a manager? As an executive?
- > Who will be open to continued coaching and developmental efforts?
- > How do we best motivate and develop HiPo leaders?

The Findings

LWF identified several unique patterns of characteristics that predicted: (1) managerial success, (2) executive success, and (3) coachability.

Successful managers are “wired” to naturally show care and concern for their team, but they also tend to be independent and pragmatic decision-makers.

However, executives are “wired” to be ambitious, and have a unique mix of detail-orientation, drive, and flexibility. These profiles provide a powerful look into the potential an individual has for success at multiple levels of leadership.

LWF also found that coachable leaders balance humility and poise with confidence, drive, and curiosity.

*Leaders who fit the profile were **5 times** likelier to be successful **managers***

*Leaders who fit the profile were **3 times** likelier to **respond positively** to coaching & feedback*

*Leaders who fit the profile were **3 times** likelier to be successful **executives***

The Impact

Ultimately, this process helps clients invest their development dollars on the leaders who will get the most out of the process. By identifying individual traits and motivational factors, LWF was able to help the client not only target leaders for development, but provide tailored development and succession strategies unique to each individual leader.

Helping organizations identify and develop leadership worth following

5605 North MacArthur Blvd, Ste 760 | Irving, Texas 75038 | 214.260.8001 | worthleadership.com