

# EXCELSIOR:

Supercharge Your  
Talent



2017 Joint ERG Summit  
& Elevate Forum

ELEVATE



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# Boundaryless Leadership



INSTITUTE FOR  
CORPORATE PRODUCTIVITY  
*Peers. Research. Tools. Data.*

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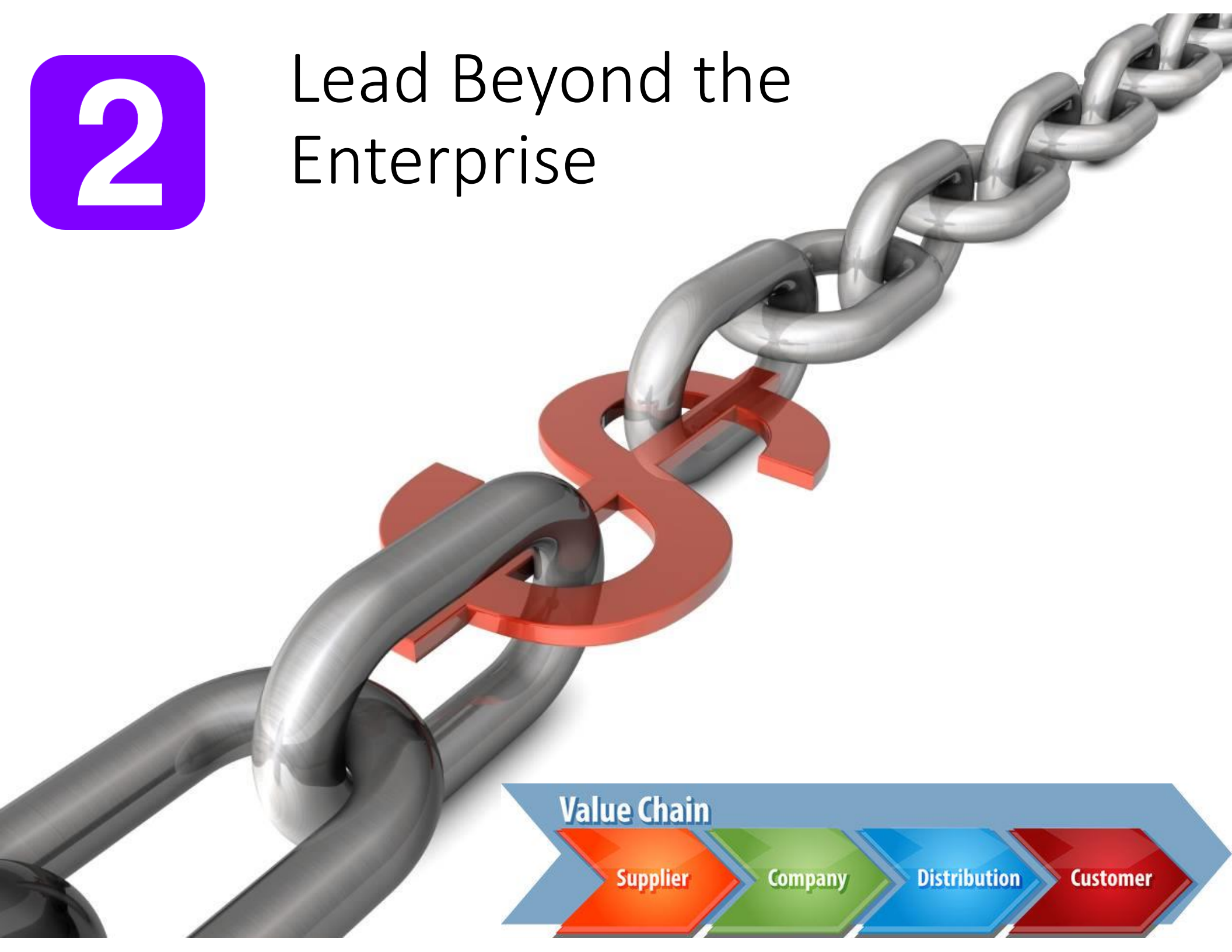
1

# Demonstrate a Global Mindset



2

# Lead Beyond the Enterprise



## Value Chain

Supplier

Company

Distribution

Customer



# Divergent Talent Managers



## Two Big Trends: The Evolution of Work

1. Worker demand for control & flexibility
2. Use of Non-Employees to Increase Capability, Capacity & Agility





## **ATTRIBUTES THAT CHARACTERIZE A GLOBAL MINDSET**

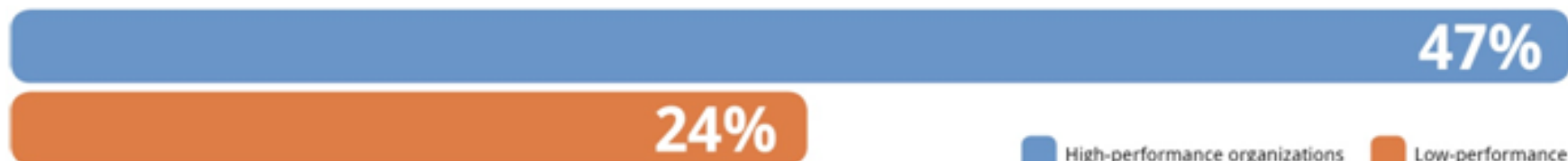
- Political savvy
- Critical thinking
- Inclusiveness
- Cultural agility
- Creativity and innovation
- Emotional intelligence

# Inclusive Leadership Behaviors

ESTABLISHING PRODUCTIVE RELATIONSHIPS WITH PEOPLE FROM OTHER CULTURES, COUNTRIES, RACES, AND BACKGROUNDS



BEING ROLE MODELS AND ADVOCATES FOR INCLUSIVITY WITHIN THEIR TEAMS OR SPHERES OF CONTROL



High-performance organizations Low-performance organizations

Organizations indicating high/very high extent with 1,000 or more employees.

Source: i4cp

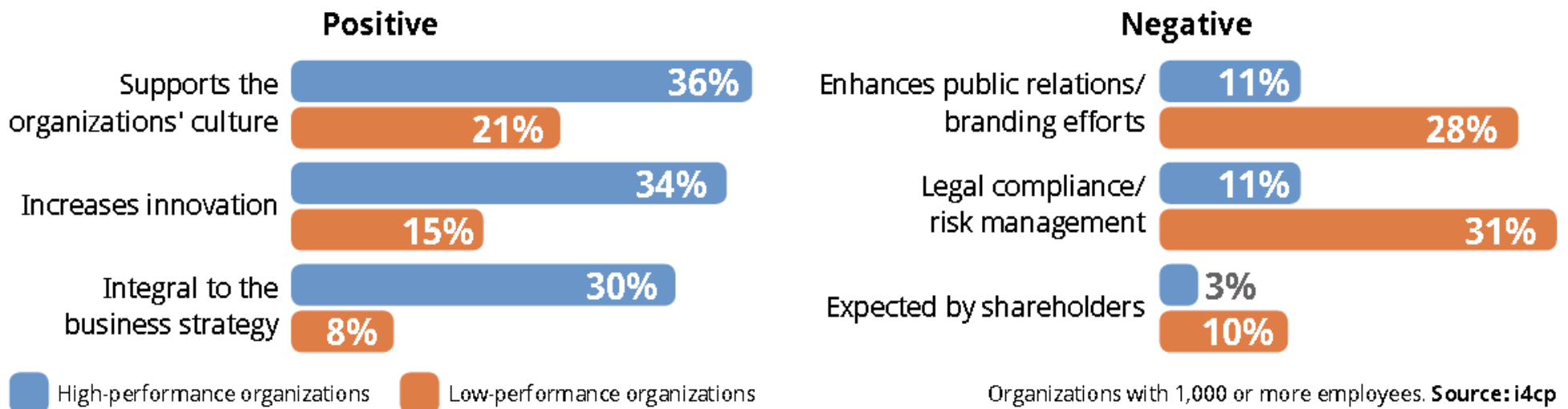


A word  
of...



# D&I Must be Authentic

## Drivers that correlate to market performance



# Diverse Developmental Experiences Make the Difference

## BEST PRACTICES TO DEVELOP GLOBAL LEADERS

(Listed by correlation to GLDE)

High-performance organizations Low-performance organizations



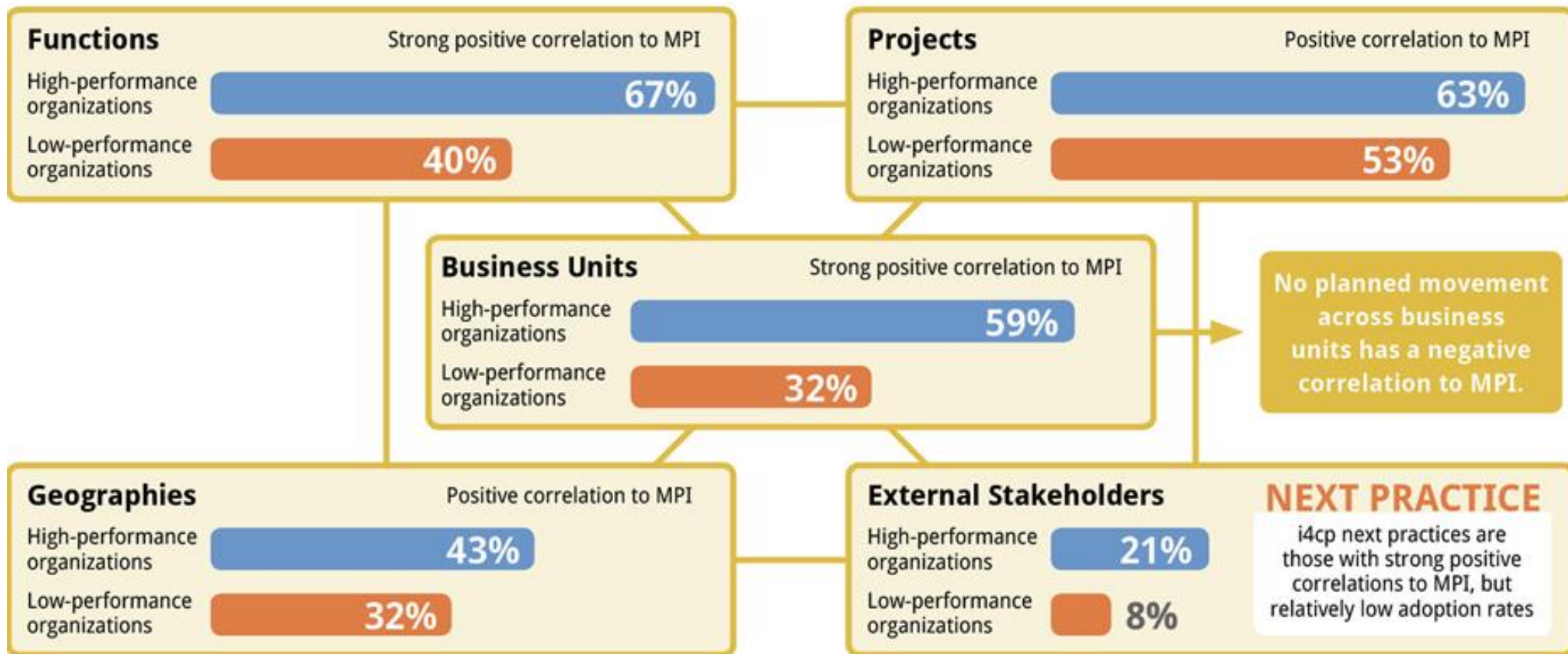
Organizations responding high/very high percent with 1,000 or more employees. **Source: i4cp**

## NEXT PRACTICE

Participation in employee affinity or resource groups by global leadership candidates is a little-used and cost-effective development experience that is strongly correlated to market performance, global performance, and development effectiveness.

High-performance organizations use them **4.5x** more than lower performers.

# X-Box Model for Talent Mobility





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# Thank you, Kevin Martin!



**ELEVATE**  
Don't Wait. Elevate.