



BOLD:

SMART RISKS

AMID FLUID FUTURES

2018

ERG SUMMIT &

LEADERSHIP FORUM

ELEVATE
INTERGALACTIC ALLIANCE



Joe Santana
Group Chair, Chairman of i4cp
CDO Board, Speaker, CEO, i4cp



“Looking for Love in all the wrong Places:”

- **The Corporate Leadership Edition**

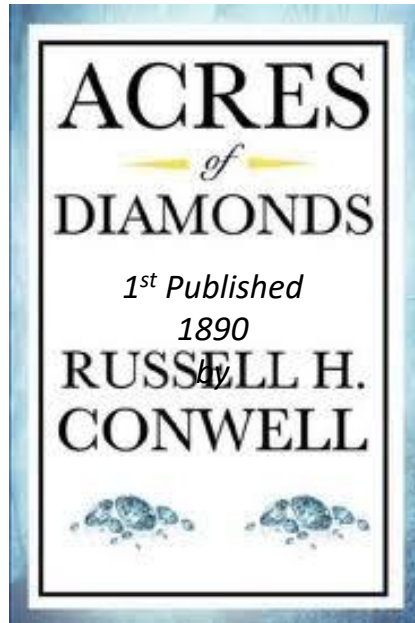
For the 2018

ELEVATE

ERG Summit



A Story About Searching



The Search for a Way to Develop Effective Leaders at Every Level



7 Ways The HIPOs Use ERGs To Develop Leaders!

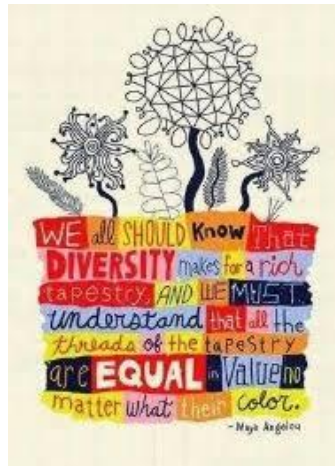
Based on a 2018 Joint Study Performed by i4cp and Elevate!



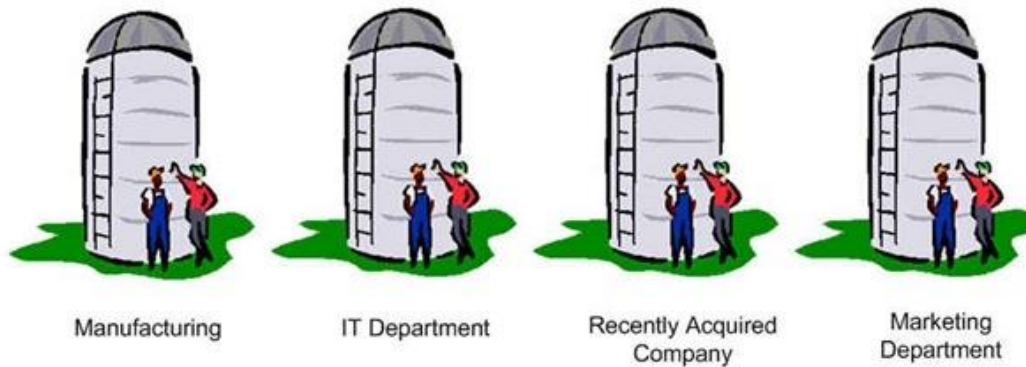
1. They use them to give budding leaders challenging projects



2. They use them to expose developing leaders to other cultures and ways of thinking



3. They use them to provide exposure across organizational silos



4. They use them to connect
developing
leaders to coaches
and mentors





5. They use them to let developing leaders practice speaking for the company

6. They use them to let new leaders
show senior leaders what they can do



7. They even use them to develop the coaching and mentoring skills of their more senior leaders



"This old dog is still learning new tricks."

So, I invite you to follow the steps of the high-performance few . . .



. . . and start leveraging your ERGs to shape and polish your own leadership treasures!

Thank You!



Thank you, Joe Santana!

