DRIVING GROWTH AND CULTURAL TRANSFORMATION
THROUGH EXECUTIVE DEVELOPMENT

LEADERSHIP DEVELOPMENT – ENHANCING BENCH STRENGTH

Topic Area: Succession Planning & High-Potential Development

Client Industry: Sports & Entertainment

EMORY GOIZUETA BUSINESS SCHOOL | Emory Executive Education

The Challenge

The founding leader of a privately held company sought to strengthen the leadership pipeline at the director level, ensuring a clear succession path to the C-suite while also motivating and retaining high-potential talent across a diverse business portfolio.

The Approach

A modular leadership program was co-designed to build both strategic and individual capabilities through:

- **Team-Based Learning:** Strategic thinking, problem-solving, and decision-making exercises.
- **Individual Skill Development:** Focus on emotional intelligence, financial acumen, and executive presence.
- **Capstone Project**: Participants tackled a real-time business challenge, presenting solutions to the senior leadership team (SLT).

The Outcome

Participants:

- Strengthened and refined key leadership attributes outlined by the founder
- Gained **executive-level skills** critical for career progression
- Demonstrated **readiness for higher leadership roles** through challenge project presentations at the SLT meeting

Key Questions

- How can we develop high-potential talent for a successful transition into the C-suite while driving impact in their current roles?