



## **The High Potential's Advantage: Get Noticed, Impress Your Bosses, and Become a Top Leader**

*Jay Conger, Allan Church*

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## **Do You Know What It Takes to Be a High Potential in Your Organization?**

Being seen as a high-potential leader is essential to getting promoted and reaching your organization's upper echelons, but most companies keep their top-talent list a closely guarded secret. And the assessment process they use to decide who is and isn't a future leader is an even greater mystery.

*The High Potential's Advantage* takes you behind the scenes and shows how you can get on, and stay on, your company's fast track. Leadership development experts Jay Conger and Allan Church draw upon decades of research and experience--designing high-potential programs for hundreds of large well-known global organizations and assessing and coaching thousands of talented leaders--to answer the critical questions asked by ambitious individuals like you: What will it take for me to advance in this organization? What does my boss look for when deciding whether I'm a high potential? Once I'm on the list, then what? Can I fall off it and, if so, what do I do?

Revealing the key differentiators--five critical "X factors"--that set people apart across companies of all types, Conger and Church show what you need to do to achieve and maintain top-talent status. You'll find detailed advice for cultivating and practicing each X factor, with numerous and rich examples from those on the verge of their first promotion to those only a step away from the C-suite. *The High Potential's Advantage* also shows you how to gain insight into and excel at the specific process your company uses to identify and develop high potentials--and how to determine which unique capabilities your company values the most. *The High Potential's Advantage* is the essential guide to becoming a leader in your organization.

## **The High Potential's Advantage: Get Noticed, Impress Your Bosses, and Become a Top Leader Details**

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**and Become a Top Leader Jay Conger , Allan Church**

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## **From Reader Review The High Potential's Advantage: Get Noticed, Impress Your Bosses, and Become a Top Leader for online ebook**

### **Jo says**

The book can be approached as a guide to understand the key factors to improve and grow inside the organization. The reader will be exposed to many important elements to generate better results in the quest of promotions. Also, the reader will learn how to sail inside the sea of opportunities inside the organizations without losing focus into distractions..

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### **Kevin Acton says**

I wish I read this book prior to participating in the advanced leadership development program at 3M.

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### **Josh Fern says**

Great information for a corporate work life. Dry delivery.

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### **Ietrio says**

Get your hierarchical superior notice you. And a few vague advice. Worthless in most cases, as 1. people are not commonly employed for life in the same structure 2. even the boss can change work places 3. in most cases I can think of, the resource consumption is disproportionate with the gains.

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### **Brooke says**

I won this book through a goodreads giveaway and did not receive it.

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### **Greg says**

This book is full of practical and insightful tips especially created for those in senior level positions in the organizations on how they can be considered as high potential and to stay as such. The book revolves around the 5 x factors that one should consider developing to get ahead in the corporate ladder.

This is fun to read as well since anyone who is not holding any position of power within an organization can learn and prepare as to what particular skills he/she needs to develop.

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## **Dawid Zarazi?ski says**

Zaskakuj?co pe?na konkretów, wskazówek, rekomendacji. Blisko korporacyjnym realiom. Warta uwagi, je?li temat Ci? zainteresuje.

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## **Yulia says**

High quality thoughts on how to be a successful corporate slave.

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## **Craig Adderley says**

This book is extremely insightful and relevant if you work in a competitive field. In particular, this book helps clarify how to navigate a large or small organization and gain trust in order to make your ideal career moves. This book may help you adopt a more positive attitude towards career growth, development, and change

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## **Yu Zhou says**

This book is a great read for me. It provides me a landscape view of how to grow within large corporations. When I started my first real job in a big established company, I wondered about how to navigate in the complex matrix, but I did not find a good answer (there were many ad hoc answers, but nothing systematic and coherent). I wish I had this book then. I came across this book and it beat my expectation. The five factors and their sub components are insightful and practical. This book also provide some behind-the-scene information about how companies evaluate talents; this information is helpful when many companies today still make close door decisions. I recommend you read this book, especially if you are just starting your career. This book will provide you the much needed nutrition for personal growth that schools, parents and your managers do not provide you.

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## **Kathy Cowie says**

To be reviewed in the March-April issue of Global Business and Organizational Excellence

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