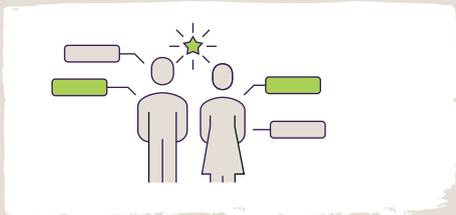
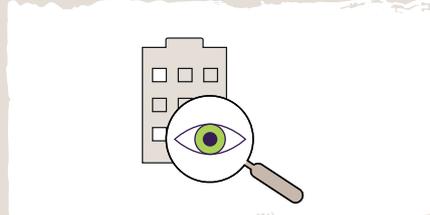


Senior leaders set strategic direction and provide organisational oversight. How can HR help select and develop the right people to lead an organisation forward?

### Selecting senior leaders



Define what you're looking for in a leader and be prepared to challenge existing assumptions and behaviour.

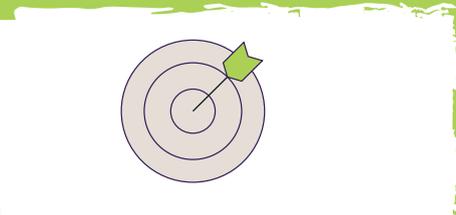


Consider what your organisation specifically needs. Leadership is not one size fits all.

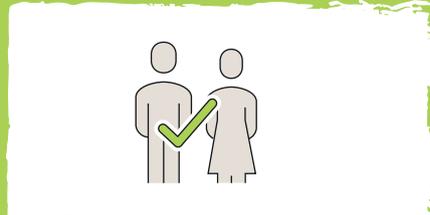


Use a combination of various methods, both formal and informal, to assess candidates fully.

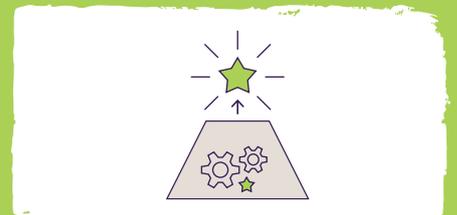
### Developing senior leaders



Set clear expectations to support career planning and development.

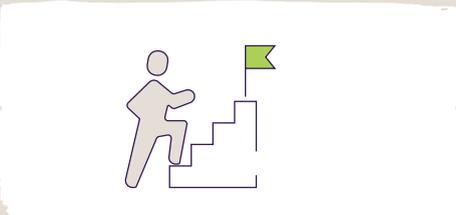


Take a people-led approach – combine experience, feedback, coaching and mentoring.



Link succession planning with development to build future-ready talent.

### Establishing supporting structures



Plan career pathways to ensure leaders are developed for more than just their technical qualities, whilst allowing non-leaders to specialise further.



Encourage collaboration across HR and the wider organisation to create joined up thinking.



Promote open and honest conversations, even when challenging, to drive culture change and inclusion.