

Minnesota State University, Mankato • Edina, MN • Sept 27, 2019

Filling the Leadership Pipeline

Why High Potential Leaders are Not Enough



Jack Zenger, DBA, is a world expert in the field of organizational behavior. He is a bestselling author, speaker, and a national columnist for Forbes and Harvard Business Review with more than five decades of experience in leadership development.



Julian Kaufmann is a global Human Resources expert with extensive experience in all aspects of talent and succession management, organization design and transformation. He routinely guides leadership development strategies for Fortune 100 companies.

Leadership Development Forum and Luncheon September 27, 2019 • 9:30 AM – 1:30 PM CDT

Minnesota State University, Mankato • 7700 France Avenue, Edina, MN

RESERVE YOUR SEAT: <https://bit.ly/zfmnsu2019>

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Everyone deserves to work with a great leader, not just a fortunate few. In today's organizations, success depends on having many great leaders. Achieving that means developing more than a small group of high-potential leaders or having a handful of good leaders scattered throughout organizations. Organizations perform at their peak when effective leadership is widely distributed and developed at all levels and in every functional area.

Dr. Jack Zenger, a world-renowned thought leader in the field of leadership development, and **Julian Kaufmann**, a distinguished global Human Resources executive and consultant, will share recommendations and insights drawn from their collective experience helping organizations create that elusive "Leadership Culture" so many are striving for.

Topics Jack and Julian will address include:

- How deliberate development transforms the culture
- The shortcomings of high-potential development programs
- What we can learn from the concept of herd immunity
- When to initiate leadership development efforts
- How partnerships with higher education support development of a robust leadership development pipeline
- Strategies that can be incorporated into formal and informal "corporate universities"