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Shadowmatch used to identify Leadership potential

by Lizette Bester

A leading South African Bank was faced with the challenge of identifying and fast tracking young, upcoming leaders. They wanted to invest in these individuals' training and up-skilling in order to prepare them for future leadership positions in the organisation.

The next hurdle they faced was who to choose and what criteria to use in identifying these individuals. This type of investment is expensive and one doesn't want to waste time and energy on someone who doesn't intend staying in the organisation for a long time or who will never become a successful leader in the specific environment. It is significant to note that they were not looking for future managers, but rather for future leaders. Shadowmatch came to the rescue!

They were advised to identify the top most influential leaders in the organisation. These individuals didn't necessarily have to be from the top management levels, they just had to be individuals who have a real influence on their environment, the task at hand and the people they work with.

Once these individuals were identified, they were all given a Shadowmatch access code to complete the online worksheet. A benchmark was created and the Bank now had a profile of the habits of the most influential leaders in the environment. They now had the opportunity to search their Shadowmatch database of almost 1 000 people to find those people who have similar behavioural patterns to the benchmark. Close to a hundred individuals with an 8, 9 and 10/10 match to the benchmark were identified. In other words these individuals had an eighty, ninety and almost hundred percent chance of becoming as successful as the top leaders in the Bank. They might be in need of the technical training, however they have the same behavioural patterns that would lead to successful leadership in that specific environment with that culture.

The Bank was now in a position to spend money and time wisely, training people that had the natural ability to become successful leaders in their environment.