

Nurturing a sustainable leadership pipeline

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- How do we start developing leaders in a cost effective and sustainable way?
- How do we demonstrate the tangible return for the money we spend?
- How do we harness some of this return to grow leadership skills across the whole organisation?

At Severn Trent, in partnership with our suppliers, we may have found a way to address the questions above, growing the most talented people first and enabling them to nurture others. We aim to share with you the core principles of this work, which include:

- identifying groups of potential future leaders through robust talent review processes
- developing healthy cross functional peer support and challenge
- handing over the “crown jewels” of how to develop others as leaders
- driving innovative, money saving projects and investing some of the savings in the next level of talent