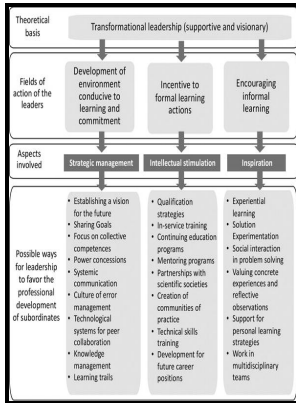


Second-in-command - developing next generation leaders of excellence

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With the employer's development investment in hand, the young employee becomes more valuable and can leverage the employer's development investment by selling it to another employer or by negotiating for increased rewards. If these emerging leaders are aligned with the purpose, they will be more likely to stick around and grow with the company. Focus first and foremost on those with real technical talent, those who are really good at their jobs.

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