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## **Building Talent Can Pay Huge Dividends, says RHR International**

*Dr. John DelMonaco Outlines the Steps Required to Accelerate Executive Effectiveness*

CHICAGO – ([BUSINESS WIRE](#)) – Do you have executives in your leadership pipeline who have great potential but need to be “battle tested”? Do you have a plan in place for broadening their experience base and expanding their capabilities? Too often, companies merely assume that promising individuals will be exposed to the right challenges and somehow take with them the intended developmental benefit. Chances are these organizations will be disappointed.

According to the latest edition of its thought leadership publication, *Executive Insight*, RHR International has found that executive development is maximized when there is a methodical approach that takes into account three factors in equal measure: 1) the characteristics of the individual being developed, 2) exposure to business experiences that drive development, and 3) a process that provides timely feedback.

“The truth is, no one can be prepared for all the challenges faced by top management,” said Dr. John DelMonaco, RHR International’s Global Practice Leader – Accelerated Executive Effectiveness. “However, executives who have the advantage of a diverse experience base, combined with effective feedback, greatly increase their chances of success.”

To accelerate the development of your top executives and prepare them for more complex senior roles, download and read the complete issue, entitled “A Matter of Experience” at <http://tinyurl.com/EXECexperience>.

### **ABOUT RHR INTERNATIONAL**

We are a firm of management psychologists and consultants who work closely with top management to accelerate individual, team and business performance. We focus on five key areas of client need — Executive Selection and Integration, Accelerated Executive Effectiveness, Senior Team Effectiveness, Management Due Diligence and CEO Succession. We have been proven difference-makers for more than 65 years, unique in our combination of top management focus, psychologists’ perspective and high-level business acumen.

RHR International has offices in Belgium, Brazil, Canada, China, France, Germany, Italy, Switzerland, United Kingdom and United States. The company is headquartered in Chicago, Ill. For more information, please visit [www.rhrinternational.com](http://www.rhrinternational.com), <http://tinyurl.com/rhrblogsite> and <https://twitter.com/RHRIntLLP>.

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