



Success Story Summary

Leadership Development at Memorial Sloan Kettering Cancer Center

ORGANIZATION

Memorial Sloan Kettering Cancer Center

ISSUE

High potential staff retention and executive level position preparation. Need to reduce the number of high potential employees leaving the organization and increase ability of high potentials to handle executive positions in 5–10 years.

OUTCOME

65% of program participants garnered promotions after their participation in the program. Additionally, results included a \$4.6 million increase in revenue and a savings of several million dollars in potential lawsuits. Overall, there were noticeable increases in lateral or internal promotions, increases in staff longevity, inter-departmental camaraderie, and more employee initiative.

PROCESS

Designed and developed the Memorial Sloan Kettering Cancer Center (MSKCC) Leadership Development Program – a year long interdepartmental leadership program for high potential employees, including physicians, nurses, and administrative staff. The Human Element was the core of the year-long experiential program which included training, coaching, mentoring and action learning.

Consultant/Company
Dana Greez and Ethan Schutz, Licensed Human Element Practitioners, Memorial Sloan Kettering Cancer Center

Country
U.S.A.