Leadership Development at 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.

Organizational Bonding at Memorial Sloan Kettering Cancer Center

**ORGANIZATION**
Memorial Sloan Kettering Cancer Center