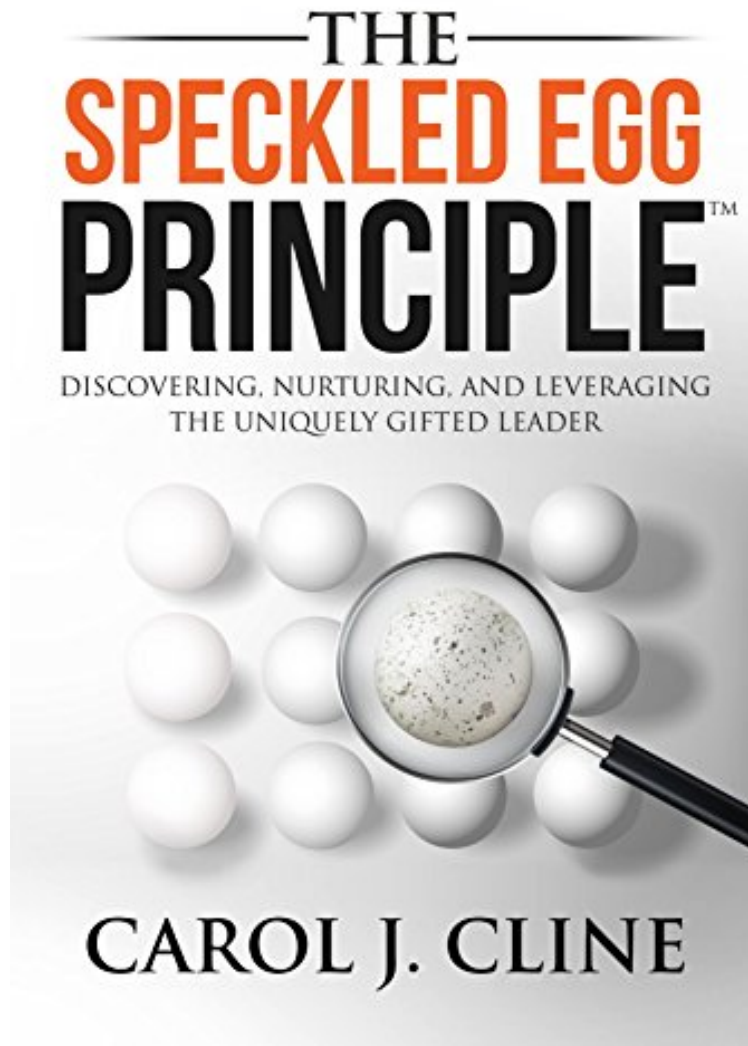


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The Speckled Egg Principle: Discovering, Nurturing, and Leveraging the Uniquely Gifted Leader

Carol J. Cline

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Prepare to Soar! Most organizations need 110% effort from their employees as they try to do more with less. So why rely on only a portion of their employee's talents? Speckled eggs are the talents, gifts, and skills hidden under the wings of an organization that will help the organization soar. Each person has unique abilities (speckled eggs) that when discovered, nurtured, and leveraged move the organization forward while simultaneously improving employee engagement. The leader's investment in employee development is repaid by a perceived influx of talent using current staffing. The Speckled Egg Principle™ guides the discovery process by: Helping individuals hone in on their strengths. Identifying areas of interest that may have been set aside. Promoting unique talents to intentionally nurture. Focused employee development has more value for the individual and brings more value to the organization. Prepare to Soar!