

Pipeline & Protection Experience

6-Month Leadership Pipeline Architecture Program · Organizational Engagement

For HR and OD leaders ready to stop patching the pipeline and start building one.

Most organizations are not short of great talent. They have an architecture challenge to ensure the pipeline is proactive. They develop people reactively, measure activity instead of advancement, and leave promoted leaders completely alone. This engagement changes that — by building the system that makes development intentional, measurable, and tied to where the organization is going.

WHAT'S INCLUDED

- **Pipeline Health Assessment** administered and debriefed against your organization's current leadership development investments, where the gaps are, what they're costing you, and where architecture is missing entirely
- **12 bi-weekly strategy sessions**, 60 minutes each with the HR/OD lead and key stakeholders where needed, structured around the monthly curriculum but always starting with what's live in your organization right now
- **Leadership Pipeline Blueprint** your Month 6 deliverable: a completed, presentation-ready document covering your pipeline architecture, component health scores, prioritized development investments, stakeholder map, and 90-day implementation commitments
- **Between-session support:** responses within 48 hours; implementation doesn't stop between meetings
- **30-day post-program check-in:** one accountability session after program close to review progress, surface early wins, and name what gets resourced next

THE 6-MONTH ARC

Pipeline Diagnosis & Current State	Architecture & Strategy Design	Talent Conversations & Visibility	Ecosystem & Stakeholder Architecture	Pipeline Sustainability & Culture	Blueprint, Legacy & Momentum
· Pipeline Health Assessment debrief · Current reality audit · 12-month pipeline milestone · Constraints & non-negotiables	· From events → pipeline architecture · Identifying component gaps · Sequencing by career level · Designing transition architecture	· Activity → pipeline metrics · Structuring talent reviews around potential · Executive pipeline presentation · HiPo visibility systems	· Talent ecosystem mapping · Sponsors & executive champions · Navigating competing priorities · Cross-functional pipeline credibility	· Leading through org change · Building a development culture · EQ & political intelligence · Exits & failures as pipeline data	· Pipeline health progress review · Leadership Pipeline Blueprint · Executive presentation prep · Post-engagement commitments

YOUR COACH

Brittanni Hendricks, MBA, ACC

15+ years inside enterprise organizations not as a business partner and leadership coach who diagnosed team dynamics, built programs, sat in talent review meetings, and knows exactly how advancement decisions get made at every level.

ICF ACC

Hogan Cert.

15+ Yrs Industry

THIS ENGAGEMENT IS RIGHT FOR YOU IF...

- Your organization invests in leadership development but can't connect it to bench strength
- Talent reviews surface the same two or three names every cycle
- Promoted leaders are struggling in the first 90 days, and no one is sure why
- You've been asked to build a pipeline but haven't had an architecture to guide the work
- You're ready to make the business case to leadership, and need the data and language to do it

Month 6 Deliverable Leadership Pipeline Blueprint

A completed, presentation-ready document your HR/OD lead shares with senior leadership. Five sections: organizational pipeline health score, component architecture summary, prioritized development investments, talent ecosystem map, and 90-day implementation commitments.

Ready to build the architecture?

Schedule a 60-minute Pipeline Readiness consultation, a real conversation about where your organization's gaps are and what this engagement can build.

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