



TALENT Development Workshop

1/2 Day Workshop for Managers

People in managing roles will get hands-on to see how development makes a difference to cause TALENT to contribute towards results and pursue desired career opportunities.

Overall Purpose

Participants connect developing TALENT to organization performance, increasing engagement and pursuing desired career opportunities.

Key Points:

1. WHY Develop? Development determines how each person can contribute now and in the future.
2. Development is MUCH more than training... contribution comes from others who equip us to go "DO!"
3. Engagement is the key to contribution... use Knowledge, Skills and Abilities on-the-job to create value.
4. Discover career interests and discuss potential next positions.
5. Current role development – Create a process where 100% of the organization is developing capabilities to increase contribution within their current role.
6. Success = More than building capabilities... it is using the new capabilities to make an impact.

Build capabilities to create a Competitive Advantage:

Do it faster.

Do it better.

Do more.

Do what others can't.

Do it cheaper.

Do it first.

NOTE:

The workshop can be tailored to support your current "Individual Development Planning (IDP) Process".

We will build the capabilities needed to create a solid development plan and make sure the capabilities developed add value for the individual and organization.



Workshop Outline

Everyone is actively working through the following areas:

- **TALENT:** How it makes a difference.
- **BRAND YOU:** What brand have I created... what do I need to do to establish the brand I want to have in the future?
- **Building Capabilities:** Increasing Your (Knowledge+ Skills+ Abilities+ Competencies+ Experience+ Network).
- **Drivers:** Organization results, changes, key initiatives, help drive the development focus for each person.
- **Possible “Next Moves”:** Required capabilities to be successful.
- **Your Development Focus:** Define the development goal, how the capability can be used on-the-job, and what desired impact will be created.
- **Development Options:** Training, Online Resources, Hands-on practice with Feedback, Shadow Opportunities, Create/Capture Process, Mentoring, Networking, etc.
- **Development Players:** Clearly define the actions needed to develop and move towards a desired career option:
 - **YOU** – What I can do to increase my capabilities...
 - **Manager/Team** – What my manager/team can do...
 - **Support Resources** – What support resources can do...
- **Measuring My Development Impact:** What DID I do and What IMPACT was created?
- **Taking Action Plan:** Outline a solid plan to implement solutions, take action, and line up the necessary resources.



76.5% of IDPs do not get implemented...

They are created and then collect dust.

CTS Database

**CTS
Development
Workshop
creates a 95%
Success Rate.**



For more information about this workshop please contact us:

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