

TALENTBUILDER®

Engage, Develop, and Retain Your Talent and High Potential Individuals

Our **TALENTBUILDER®** instructor-led training program and e-solutions help managers learn how to build their team and organization capability by developing and leveraging the unique talents of individual contributors. Managers need a guidance system for coaching and developing their employees. The cost of replacing talent can be expensive and in many cases the reasons for preventing the loss of talent is through enhance communication. This program gives managers a strategic framework, assessment tools, group discussions, and a process for having effective discussions with their people around the issues of skill development, career growth, challenging work, and enhanced communication. Managers learn how to create a rich development learning environment that ensures employees realize their highest potential.

Purpose:

Provide a talent planning and coaching process for engaging, developing, motivating, and retaining talent and high potential individuals.

Objectives:

Build the Case – Why is this important

- Assess your risk of losing key team members
- Assess the cost of lost or unengaged talent
- Understand the benefits for developing employees
- Understand Generational Issues for effective communication
- Highlight other key organization changes or impacts (as appropriate)
 - Workforce changes and needs
 - Turnover data
 - Exit interview data
 - Employee Satisfaction Survey

Our Strategic Framework

- Learn a strategic framework for career planning
- Understand the importance of Career Fit and how to improve or leverage it

Successful Career Coaching – Career Discussion Preparation & Practice

- Assess your strengths in the five (5) A+ coaching practices and apply to your team
- Learn elements of effective career coaching conversations
- Prepare Talent Profiles and Discussion Plans for your team
- Practice having career coaching conversations
- Understand the Dos and Don'ts of career discussions