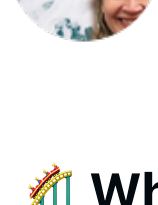
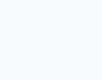


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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

What is your favorite ride at an amusement park?

Is it a roller coaster or a carousel or maybe a Ferris wheel?

What is it about that ride that gets you all positively jittery with excitement?

Now think about talent development, respectively career development, now answer honestly ...

Do you have the same sense of excited anticipation ... or does it rather fill you with trepidation?

Well, in my not so humble opinion, career growth should be exhilarating - not debilitating. So what is getting in the way of the positive excitement?

As we think of amusement park's design, the approach to have something for everybody, the attention to the needs / wants / desires of their park visitors, the ability to interlay familiar experiences with new and novel ones, what insights can we glean and apply to talent development?

My wonderful co-captain for this A-Maze Transformation Passport port-of-call Martin Mason, CEO and Co-Founder of Unleashed and The Arena Network and I think: Quite a lot!

The Tale of Two Parks: Traditional vs. A-Mazement



A-Maze 2022: Talent Development in A-Mazement Park (Elizabeth Lembke and Martin Mason)

The Traditional Talent Development Park

The traditional talent development park... so uhm, does anyone even know how to get a park admission pass?

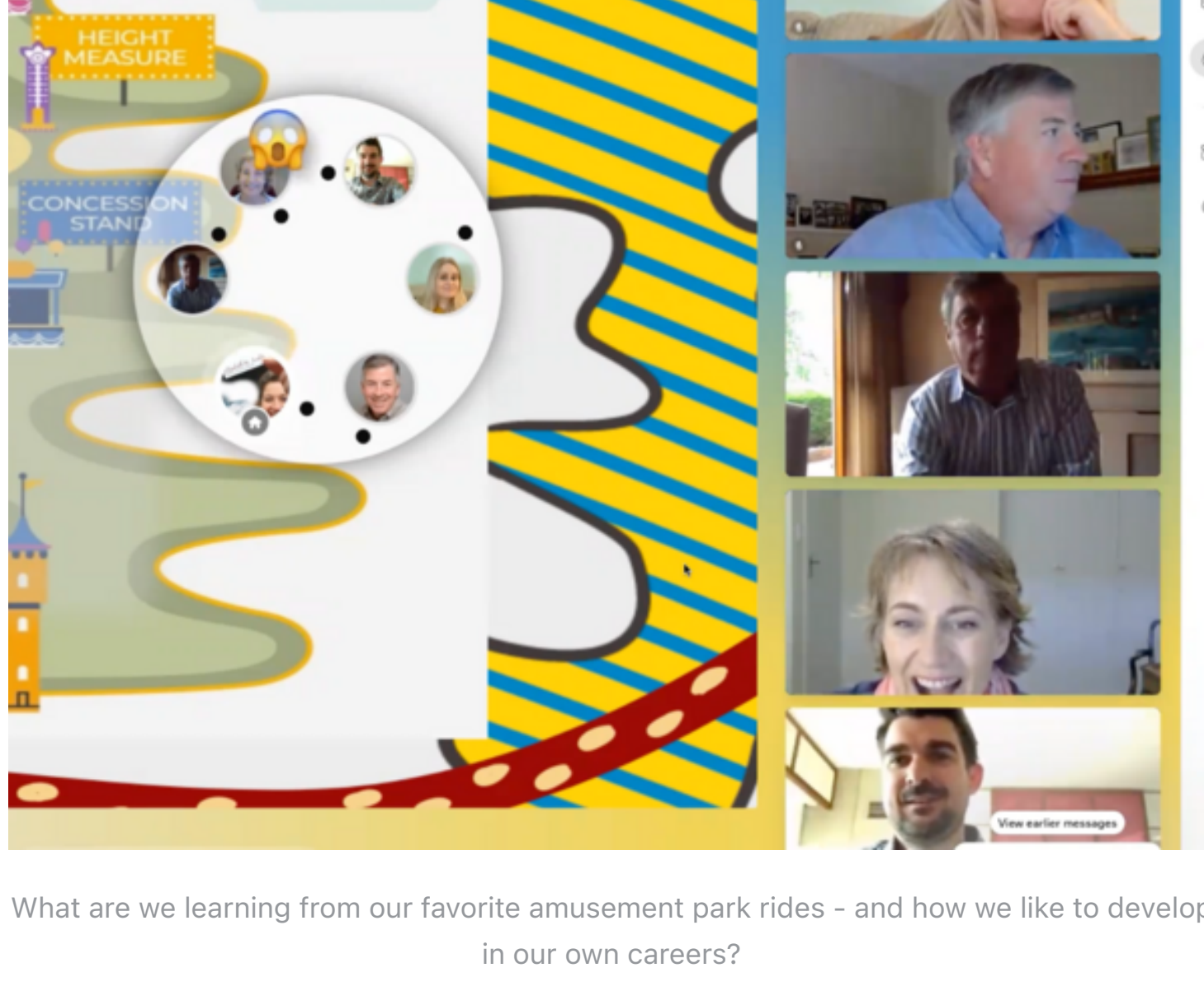
Many organizations built up their talent development processes based on a supply chain model of talent. This aim of this model is that, talent readily available, to be able to slot into an open position, at the time of an organization's need.

So basically, it is kind of like Elf on a Shelf, but only with 2-5% of an organization's population. Often referred to as Goldfish, so well, these are the Goldfish on a Shelf.

The assumption is that the Goldfish being taken off of the talent shelf are solely vested in upwards career (or title progression) and will say "yes" when offered positions of upward, internal mobility are made available. AND that their current manager will let them go into this career promotion with a smile, handshake, and without stressing too much as to what this move means for their particular team or organization.

Unfortunately, this traditional model is fraught with a number challenges. One of the biggest one, is that the Traditional Talent Development park has rules kind of like Fight Club, e.g. "You do not talk about Fight Club". So basically, it is a super secret park, that everyone knows about but nobody really knows what goes on. What folks see of the Traditional Talent Development park is that executives fly in, ensconce themselves in a conference room, have some super secret way of sorting their Goldfish into 9 different bowls, and then they fly back out and leave the park; and no one outside of the executives knows what was decided. The least of which are the Goldfish on the Shelf, who unfortunately more often than not, do not even know that they are in a bowl and being developed.

Shared screen with speaker view



What are we learning from our favorite amusement park rides - and how we like to develop in our own careers?

In our A-Maze Talent Development in A-Mazement session, we asked our attendees to get creative and draw some metaphors as to how they would redesign the Traditional Talent Development park.

In summary: "Watchout, there are employers, ready to help the across the bridge"

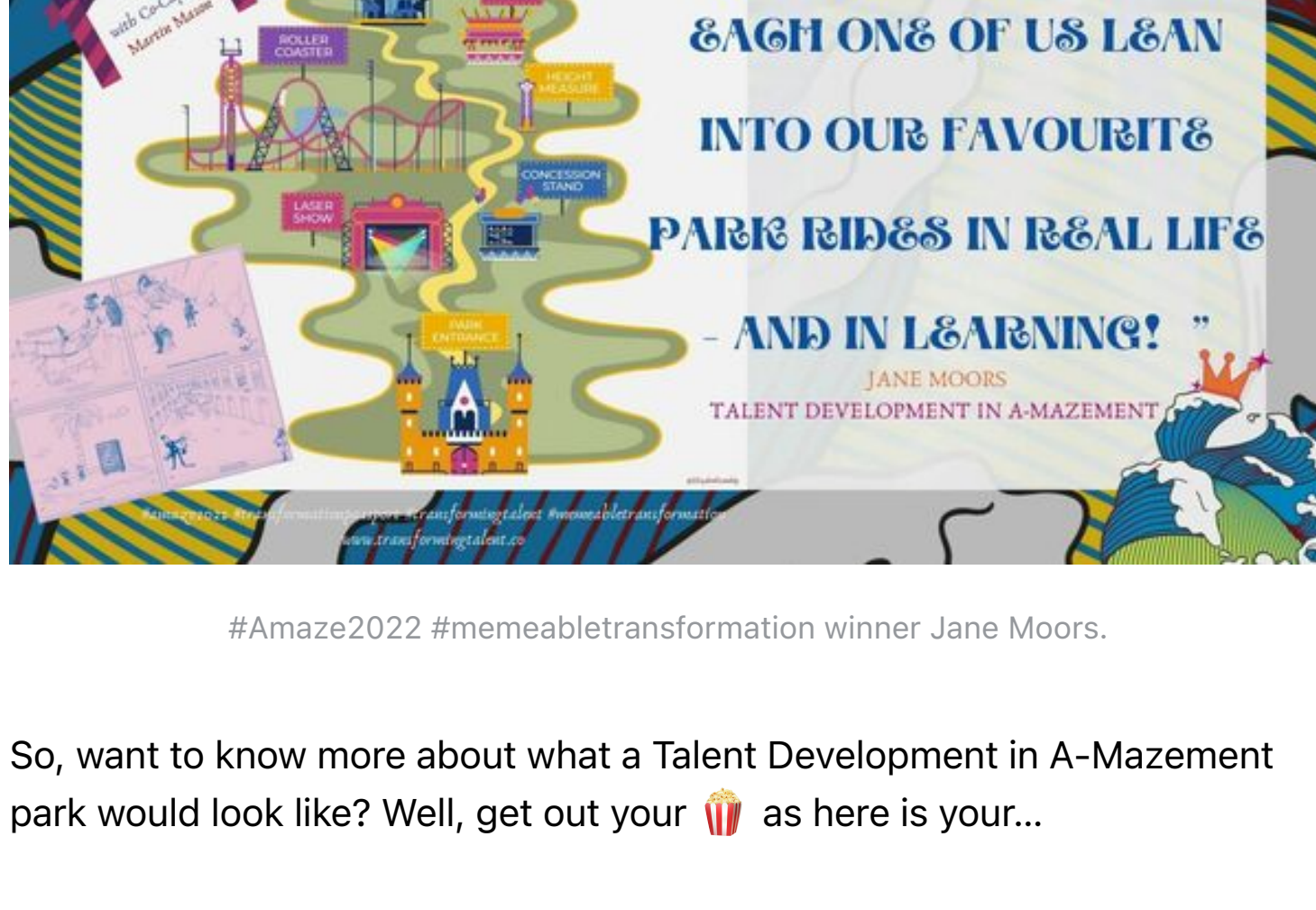


When asked to draw how to improve a traditional talent development, the A-Maze crewmates drew the above.

Talent Development in A-Mazement Park

So based on these learnings and insights, what WOULD a Talent Development in A-Mazement Park look like?

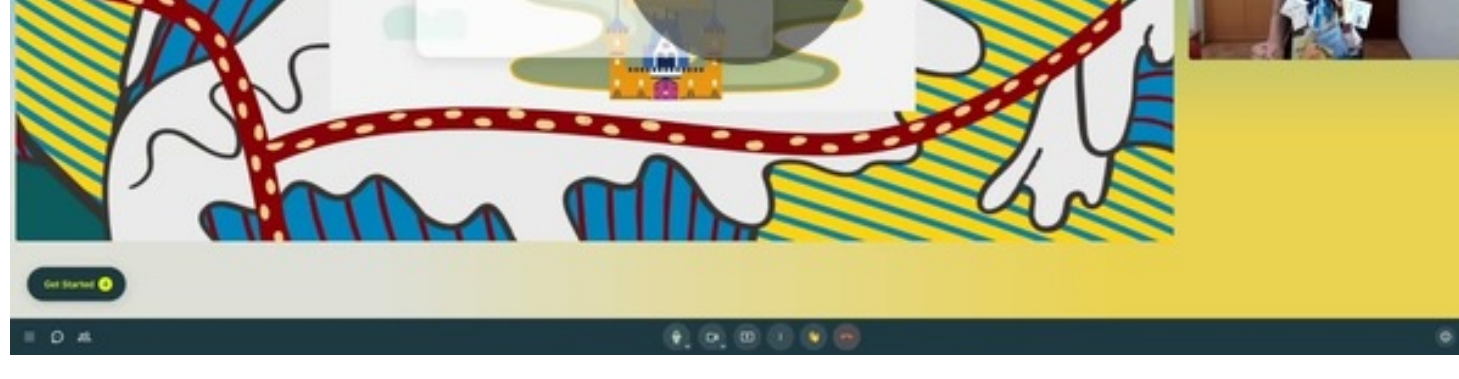
Well, like our wonderful a-maze shipmate Jane Moors, from Outerbox Thinking aptly said, it is "fascinating: each one of us lean into our favorite park rides in real life - and in learning"



#Amaze2022 #memeabletransformation winner Jane Moors.

So, want to know more about what a Talent Development in A-Mazement park would look like? Well, get out your as here is your...

Ticket to Ride: Talent Development in A-Mazement



Talent Development in A-Mazement: Ticket to Ride (Part 1) with Liz Lembke & Martin Mason #amaze2022

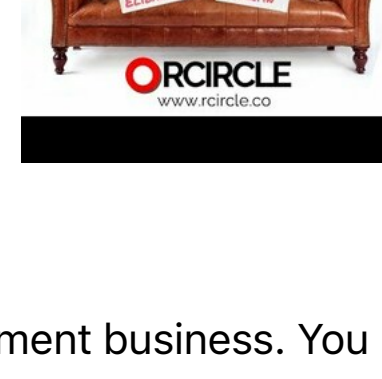


Talent Development in A-Mazement: Ticket to Ride (Part 2) with Liz Lembke & Martin Mason #amaze2022

Further Thoughts on Talent Development & Career Growth

RCIRCLE Talks to... Martin Mason (SE01E10)

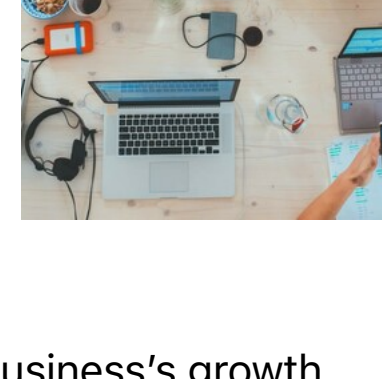
A collaboration and pairing for the ages as two passionate devil's advocates for talent get together and give a spontaneous master class in talent management.



In my role as RCIRCLE co-host, I interviewed Martin Mason, CEO of Unleashed, a talent & inclusion management business. You can easily see why Martin was on my major wish list to be a co-captain for the #amaze #transformationpassport. More to come for sure!

www.youtube.com

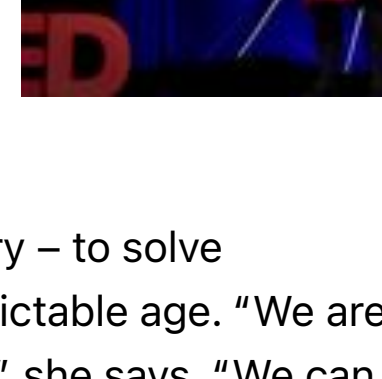
What does a successful talent management strategy look like in the hybrid era? | theHRD



"Talent management has often been overlooked or seen as only an HR function. It took a global pandemic and mass disruption to the labour market for businesses to understand how particular elements can drive innovation within a team, impact a business's growth strategy and help an employer be positioned favourably in a competitive market. "The Great Resignation", which has seen record numbers of people switching jobs after the peak pandemic ended, has been evidence that the way organisations are retaining talent is broken and needs fixing."

Yep. A good overview article for HR as you start the rethinking process. www.thehrdirector.com

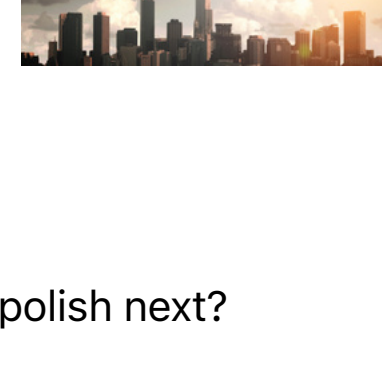
Margaret Heffernan: The human skills we need in an unpredictable world | TED Talk



"The more we rely on technology to make us efficient, the fewer skills we have to confront the unexpected", says writer and entrepreneur Margaret Heffernan. She shares why we need less tech and more messy human skills - imagination, humility, bravery - to solve problems in business, government and life in an unpredictable age. "We are brave enough to invent things we've never seen before," she says. "We can make any future we choose."

www.ted.com

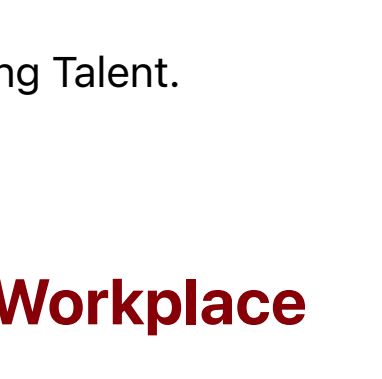
Pivoting and professional growth in today's (and tomorrow's) workforce



"By cultivating curiosity, resilience and informed agility we can help our professionals embrace the willingness to keep learning. And by cultivating divergent thinking, teamwork, and emotional and social intelligence we can help support the ability of our professionals to pivot successfully."

We are all so multifaceted - what side do we choose to polish next? www.chieftalentnavigator.com

The state of the labour market and the rise of internal mobility - Optamor



This was a great panel discussion on internal mobility (read talent management) with Will Crandle, CEO at Horsefly Analytics, John Erlich, Chief People Officer at Checkatrade, my friend Felix Wetzal from Pocket Recruiter (now Ceta) and me, Elizabeth Lembke, Chief Talent Navigator at Transforming Talent. www.youtube.com

A-Maze 2022: No Diggity No Doubt Workplace Dignity

"Will it be a world of respect for yourself and others? Do you desire respect for yourself? Do you have respect for yourself? Desire for others what you desire for yourself."

I do...

said my wonderful A-Maze co-captain, the #doittolearnit herself Cordelia Gaffar: in an enormously honest and brave post leading up to the #amaze2022 #transformationpassport port-of-call on Workplace Dignity, aptly titled "No diggity, no doubt"

Is there a way to move hearts around WHY the principle of respect, dignity, and appreciation is the most fundamental foundation of all #DEI#diversity#equity#inclusion#belonging work?

In the next edition of Transforming Talent Insights, I will share with you our learnings from this a-mazing session!

Thank you to the A-Mazing Crew: Including YOU!

The A-Maze Transformation passport has been an incredible #doittolearnit experiment in #learningwobbles. The awesomeness that my co-captains like Martin Mason, Cordelia Gaffar, Anne-Cécile Graber, Marie Martin, Michelle Minnikin, Mike Hruska, Vince Pitre, and many more to come, are bringing to the crew of learners is truly a-mazing! We welcome you aboard our #goodship! You can find and register for events via LinkedIn and Eventbrite. Accompanying videos can be found on the Transforming Talent YouTube page.

And an extra special thanks goes to our #memeabletransformation winner, the wonderful Jane Moors, from Outerbox Thinking

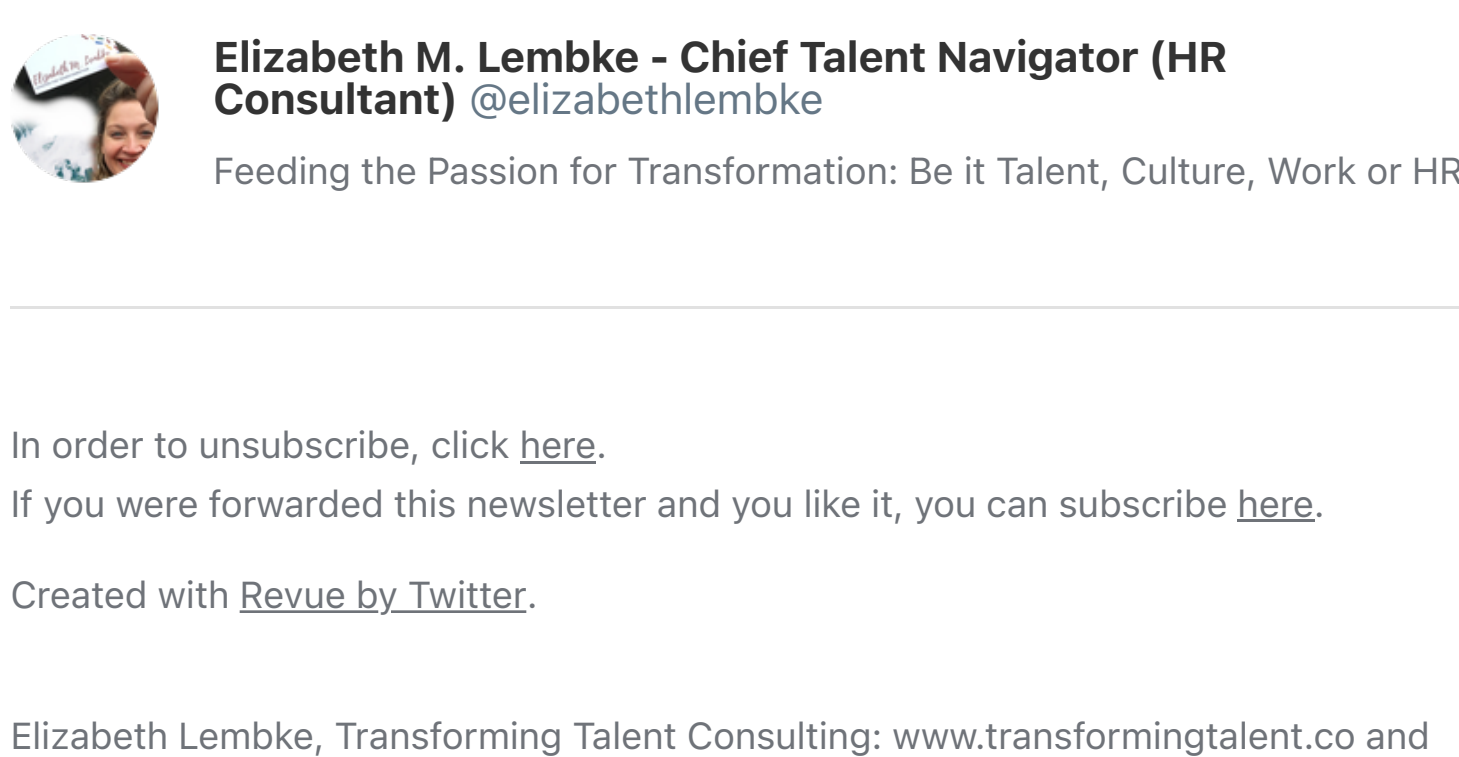
Should you like to learn more about the A-Maze Journey or how to foster a sense of experiment to learn in your team or organization, happy to dive in with you on a call.

Wishing you a happy sailing!

All of my best regards,

Elizabeth Lembke

Your favorite Chief Talent Navigator at Transforming Talent



Your Chief Talent Navigator Elizabeth Lembke

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Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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