

Talent Development Programme Overview

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1. Why develop? Focusing on that talent that leads growth

Every business require leaders who have the ability to motivate and engage others and who posses the talent to drive growth and increase competitiveness through their people, networks and behaviours.

People Perform's Talent Development Programme offers organisations the opportunity to develop their talent in a cost-effective way whilst utilising best in class assessment and development tools.

This 12-month programme enables learning aimed at your high performers that will make a real difference to performance and increase your pipeline of talent for future growth.

The Talent Development Programme objectives are to develop your most important people assets, get them ready for the next step and strengthen your leadership pipeline. It can be used to attract talent to your business as part of your employee value proposition and strengthens the relationship with talent to help retention. It offers a blended learning approach to suit all learning styles and mixes both individual and group learning experiences that allows the individual time to focus solely on their own development and learn as part of a group.

The cost of losing talent or leaving individuals undeveloped can be much greater than focusing on the retention of your most valuable assets.

2. Who should attend?

The programme is aimed at those individuals who are going to take your business forward in the future. The organisational level is 'entry to middle management' who have been identified as individuals to retain and develop through a succession route within the business. The individual should express a keen interest in progressing their career within the business and can participate regardless of qualifications held.

3. Programme content

This is a 12-month talent programme that offers a blended learning approach with a focus on accelerating the readiness of identified talent for the next opportunity. The program consists of:

3.1 Manager Talent Development Programme workbook

It is as important for the manager to be on board as it is the individual participating in the Talent Development Programme. The Manager workbook gives advice and support on how to develop and keep their team member focused during the programme. Tools are provided to enable the manager to set and agree objectives and also to manage the expectations of the individual identified as talent.

The workbook also includes a contract for the manager to show commitment to supporting their team member who has been identified as talent, after all, they have a responsibility to support the success of the programme too!

3.2 Employee Talent Development Programme workbook

At the beginning of the programme, the participant will receive a copy of the Talent Development Programme workbook. The workbook is packed full of information to support their quest in developing their capability and career within your organisation. The workbook includes tools and templates that enable the individual to develop clear development objectives, create clear and actionable objectives for their organisational project, guides on holding career discussions, networking maps, reflective plans, professional branding information and tools, leadership styles information and lots, lots more!

Included in the workbook is a contract for the participant to review and sign up to, expressing their commitment to the programme.

3.3 Psychometric assessment and feedback: Understanding self

At People Perform, we use recognised psychometric tools to support the development of talent within the workplace. All our trainers are certified, qualified users of the tools used throughout the Talent Development Programme.

These tools give participants the opportunity to gain valuable feedback through:

People Insights 360-degree evaluation to reflect, gain feedback and act on areas that other people have suggested may need focus.

Hogan assessment system where the participant completes 3 online assessments and receives reports and feedback in 3 areas: HPI Leader Potential; HDS Leader Challenge and MVPI Leader Values.

The individual will receive a two-hour feedback coaching session to interpret and understand the assessments and the opportunity to translate the feedback into

actionable development goals that they can focus on during the Talent Development Programme. The talent coach will remain with the individual for the entirety of the programme and will continue to reflect on the development goals in future coaching sessions.

3.4 Workshop 1 – Discovering your potential and creating a path to the future

Facilitated learning via two-day workshop

This workshop explores leadership styles, networking both within and outside of the organisation, communication and influencing skills whilst creating a solid development path to enable personal growth. The participant will also be introduced to project management techniques, tools and ideas for their work-based project. In addition, they will consider their project aim, objective and outcomes with a view to confirm the project deliverables with their line manager and organisation.

3.5 Workshop 2 – Developing your style and keeping momentum

Facilitated learning via two-day workshop

The first part of the second two-day workshop will ask the participants to reflect on their development so far, sharing experiences and discussing progress. A project update and discussion group will also take place. They will also discover learning styles, continued professional development and their professional brand. An industry expert will be asked to join the group to talk about their experiences in business and the participants will have the opportunity to ask questions.

3.6 Individual coaching Coaching 1-1

In addition to the two-hour feedback coaching session, the participant will receive four, one-hour coaching sessions throughout the Talent Development Programme to support the participant in achieving their development goals and workforce project plan. The participant will retain the same coach throughout the programme and if additional support is required, will have access to the coach via email/skype.

Our coaches are qualified to deliver the best coaching experience and have many years under their belt in talent coaching to executive level. You can be assured that your talent will be in safe hands and will achieve the best outcomes as a result of the coaching they receive during the programme.

3.7 Talent Forum

The participants will have access to the Talent Development Programme virtual learning centre which contains all of the toolkits, further reading, access to additional learning materials to support them through the talent development process.

The participants will also be required to contribute to the online forum discussions where coaches will ask the programme members to research particular topics and share their insights online. This has been developed to encourage participants to understand and discuss their findings on particular and relevant topics, debating viewpoints that they may not get access to in the workplace, stimulating thought and widening their knowledge.

3.8 eBooks and toolkits to support talent development

At People Perform we believe that learning should be reinforced by action and followed up by reflection. The programme provides short eBooks that expand on the learning that the individuals receive during the programme, templates to create their goals, express their career aspirations and reflect on their learning to enable the embedding of change. Visual network maps, continued professional development logs, branding plans and career mapping tools and templates will support the ongoing development for individuals.

3.9 End of year graduation

With every Talent Development Programme we take the opportunity to reflect on the development of the individuals through a final one-day workshop. Sharing experiences, outcomes and future objectives with the other programme members. The sharing of successes allows the participants to consider future actions in respects to what works well and not so well.

We also invite company representatives to hear the project outline and outcomes by asking the participants to prepare and present their findings to the group.

Providing the participants have completed all aspects of the programme, at the end of the day, the programme participants will receive a certificate for successfully completing the Talent Development Programme and a celebration buffet will end the event.

We encourage all participants to maintain the networks and relationships that they have built throughout the programme and to continue focusing on their future development. One of the greatest traits of talent and leadership is the continued learning agility that they demonstrate throughout their careers, to continue their development is to continue their talent journey!

3.10 Keeping you up to date

We understand the importance of keeping you up to date throughout the programme to enable your organisation to support the participants to succeed. We will provide continued updates throughout the programme and feel free to contact us at any time.

We also encourage you to maintain discussions with the individual throughout the programme to ensure the participant is comfortable and has the time to spend on their development to ensure the best development outcomes.

We also welcome feedback throughout the programme and where we can improve, we will.

Contact us: kirsty@peopleperform.co.uk or on 0333 577 1319