**4th Induction**

**27th August, 2015 @Sheraton Abuja Hotel**

# You are talent

Talent development can be described as the process of changing an organization, its employees, its stakeholders and groups of people. The term also means building the knowledge, skills and ability of others and helping develop and achieve their potentials so that the organization they work for can succeed and grow. Talent development is not only about training.

Talent is developed inside and outside of training and development, it could come inform of coaching, mentoring, job shadowing etc.

Talent describes a subset of people who have been identified as potentials, who make a difference wherever they are found.

Talent development is people development. Developing people-developing talent.

Talent development could be advanced when we do the following:

1. Recognize each employee as unique: thereby treating each person differently so as to bring out the best in them.
2. Have a purpose beyond money: Do not always look at the Naira or profitability, but make sure you are adding value. Create a cause.
3. Turn down volume, magnify the quiet ones, and turn down the loudest ones: listen to your people, not only those who make noise.
4. Stop making people imitate their boss: Accept each person’s individuality and encourage them to be themselves, not a clone of somebody else.
5. Treat your people like adults: Do not behave as if they know nothing, give them responsibility and allow room for mistakes.
6. Be loyal in good and bad times: Let it be for better or for worse, don’t abandon people just because the going is tough.
7. Be clear and consistent: Do not send conflicting messages, let the people around you be able to trust. Be reliable.
8. Be fluid: move with the flow. Adapt to your environment, change with times.

Learn Better, Work Better, Solve Problems!

# Cyril Ogboli

Chairman; BoT