



COURSE OUTLINE: I AM TALENT

Optimise your potential and achieve your personal and career aspirations.

Understand yourself, the world of work and build your distinctiveness to make a difference.

Overview (why you need this)

There is a perfect talent storm brewing. The turbulent global business environment and increasing talent crisis demands innovative and pragmatic approaches to finding, developing and retaining talent. Individuals are increasingly demanding to be treated as a whole person with needs, values, aspirations and a life beyond work.

For individuals to be engaged and contribute to their highest potential they need to understand the world of work and how they can match their own talents, skills, needs and expectations to that world. They also need to know how to perform and develop and manage their career through various stages in their lives. This workshop offers a one day intensive and practical introduction to the topics and tools for people to be the best they can be. The workshop is supported by the new publication "I am Talent" with many additional tools and activities for on-going learning as well as an on-line multi-rater competence assessment.

Outcomes (what you will get)

The workshop is designed to assist people to answer the following questions for themselves:

- What are the drivers in the world of work? What are your options to create value?
- How can you find out who you are, what you want and how to optimise your personal effectiveness for a fulfilling life?
- What are organisations looking for when they search for talent?
- How can you build your distinctive value and personal brand?
- How can you maximise your performance?
- How can you fast-track your development?
- What competencies are core to becoming the best you can be?
- How can you make the best career choices and make the most of transitions?

Optional extra: On-line multi-rater leadership competency assessment - find out how your colleagues and staff perceive your leadership strengths and development areas.

Outline (what you will learn)

Module 1&2 The World of Work The World of Me	Module 3&4 What Organisations are Looking For How do I Differentiate Myself?	Module 5&6 My Performance My Development	Module 7&8 Qualities of Success Career Choices and Transitions
<p>The World of Work</p> <ul style="list-style-type: none"> ▪ Overview of the changing world of work ▪ Employment and career options – activity ▪ Matching you to work – activity <p>The World of Me</p> <ul style="list-style-type: none"> ▪ Who am I and what I want? – activity ▪ What I do value and what is success? – activity ▪ What I have and what's my purpose? – activity ▪ A whole person approach to life 	<p>What Organisations are Looking For</p> <ul style="list-style-type: none"> ▪ What is talent management? ▪ How do organisations find, develop and keep talent? ▪ What is my role? <p>How do I Differentiate Myself?</p> <ul style="list-style-type: none"> ▪ The competitive world ▪ What have I got to sell? – activity ▪ How do I sell myself? – activity ▪ Building my brand 	<p>My Performance</p> <ul style="list-style-type: none"> ▪ Impact of the environment ▪ Impact of the organisation & team ▪ Impact of me – skills, motivation, needs & values, individual performance – activity <p>My Development</p> <ul style="list-style-type: none"> ▪ What is the skill gap? ▪ Focus areas & options ▪ My development plan – activity ▪ Coaching, feedback and ongoing learning 	<p>Qualities of Success</p> <ul style="list-style-type: none"> ▪ Core competencies for success – activity ▪ Derailing behaviours – activity ▪ Politics, power & influence ▪ Crucial conversations <p>Career Choices & Transitions</p> <ul style="list-style-type: none"> ▪ Mapping your journey ▪ Career interests and choices ▪ Career gap analysis ▪ Transitions

Approach (how you will learn)

Our workshops are customised to suit the specific needs of our clients. In general, our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

Target audience (who needs to attend)

Anyone who is interested in discovering and optimizing their own talent and potential, differentiating and branding themselves in the world of work and actively investing in growing themselves to be the best they can be.

For more on Catalyst Consulting, see: www.catalystconsulting.co.za