

# Talent Catalyst for Line Managers

Understand the leader's role in attracting, engaging, developing and retaining talent and the critical skills to do so

## OVERVIEW

### Why you need this

With organisations today operating under unprecedented conditions of competition and turbulence, it is increasingly difficult to attract and retain talented employees and scarce skills positions. It is therefore imperative that during these times, organisations develop a purposeful process for sourcing, attracting, engaging, managing, developing and retaining key talent.

One of the primary reasons listed why people leave organisations is the relationship with their direct manager and their trust and respect of senior leadership.

- "People leave managers, not companies." Curt Coffman, Gallup
- "If you have a turnover problem in your company, look first to your managers." Marcus Buckingham, First Break the Rules
- "Poor management accounts for over 40% of the reasons why people leave." Research, Saratoga Institute

Managers need to understand their role and develop the skills to identify talent, engage and develop talent and retain high value talent and those in mission critical positions. Talent management cannot be left to the HR department. Individuals need care, attention and flexible options to keep them engaged and committed.

## TARGET AUDIENCE

### Who needs to attend

This workshop is relevant to HR and Talent managers and executives. The workshop can be customised for different levels of HR practitioners and we suggest that participants of a similar level attend together.



## OUTCOMES

### What you will get

- To understand the business imperative for talent management
- To understand the key elements of a talent management strategy and process
- To understand the key role and skills required for a line manager as talent champion
- To understand key talent management tools
  - Leadership pipeline and career matrix
  - Mission Critical Positions and Scarce Skills matrix
  - 9 box performance and potential matrix (with portfolio of evidence)
  - Career development discussion and planning templates
  - Talent readiness assessment and development
  - Succession plan
- To practice skills in applying talent processes
  - Creating an engaging environment
  - Preparing for and holding career discussions
  - Preparing for and participating in talent forums and succession planning
  - Accelerating the development of talent
  - Coaching for performance and development
  - Role in talent engagement and retention
- Case studies and lessons learnt

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent





## OUTLINE

### What you will learn

#### Module 01

Strategic Imperative Strategy and Roles

- Business imperatives for talent management
- Talent Management strategy and processes
- Key roles and skills for talent champions

#### Module 02

Talent Tools

- Leadership pipeline
- Workforce planning
- Mission critical positions and scarce skills matrix
- 9 box performance and potential matrix
- Portfolio of evidence
- Career development discussion and planning templates
- Talent readiness assessment and development plan
- Succession plan

#### Module 03

Talent Champion Skills

- Key skills of a talent champion
- Creating an engaging environment
- Preparing for and holding career discussions
- Preparing for and participating in talent forums and succession planning
- Accelerating the development of talent
- Coaching for performance and development
- Role in talent engagement and retention

## APPROACH

### How you will learn

Our workshops are customised to suit the specific needs of our clients. 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.

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