



GROWING AND DEVELOPING YOUR TALENT

Taking Ownership of Building a High-Performing Team

Employee competence and commitment is an extremely important aspect of leading your workforce. How important? Consider the following statistics pertaining to the quality of talent and leadership in organizations:

- Over a 10-year period (1998 to 2008) “best companies to work for” had a 6.8 percent stock appreciation versus 1.0 percent for the average firm.
- Sixty-one hospitals in the United Kingdom had a 7 percent decline in death rate when they invested in the well-being of their staff.
- Only 13 percent of disengaged employees would recommend their company’s products or services, compared with 78 percent of engaged employees.

In this sprint, participants will focus on talent management – why it matters, drawing out the best your people have to offer, and developing the skills and leadership qualities your team needs to succeed. When leaders develop talent they build stronger teams, leading directly to customer and investor confidence, greater market share, and increased profits.

Developed in partnership with:



OUTCOMES

- Evaluate current personal practices in talent management, coaching, and communication.
- Set and define clear expectations for team members, and connect expectations to performance management.
- Build and implement individual development plans.

YOU WILL

- Understand the importance and market value attached to talent management.
- Explore how to appropriately set expectations with your employees, and how to understand their needs and expectations.
- Create a coaching and development plan for a member of your team.

ABOUT THE EXPERT



DAVE ULRICH

- Professor at the Ross School of Business, University of Michigan
- Partner at the RBL Group, a consulting firm focused on helping organizations and leaders deliver value
- Ranked #1 most influential international thought leader in HR by HR Magazine
- Consulted and conducted research with over half of the Fortune 200
- Nobels Colloquia Prize for Leadership on Business and Economic Thinking

SPRINT OUTLINE

WEEK
1

WHY TALENT MATTERS

- Leaders Manage Talent
- Leaders Coach
- Leaders Communicate
- Leaders Invest in Future Leaders
- Review - Why Talent Matters

WEEK
2

DEFINING EXPECTATIONS

- Setting Expectations
- Assess How People Are Doing
- Productive Conversations
- Building an Individual Development Plan
- **Review** - Defining Expectation

WEEK
3

INVESTING IN TALENT

- Developing My People: Training
- Developing My People: Work Experience
- Developing My People: Non-Work Experience
- The Path Forward
- **Review** - Investing in Talent