

## Developing Employee Talent

*In the “war for talent” that many Canadian corporations are engaged in today, the ability to attract and retain the brightest and best employees is critical. The vast majority of today’s best employees not only desire to be developed within their organization – they expect it! This program will provide managers with an understanding of how to effectively partner with an employee in their professional development.*

### Content Overview

- How Did You Develop?
- Development Planning – Definitions and Roles
- Development Planning – Your Company’s Process
- Determining Development Needs – The Gap Analysis
- The Development Plan
  - ▶ Learning Styles Inventory
  - ▶ Tailoring Opportunities
  - ▶ Beyond “Training”
- Development Planning Role Plays\*
  - ▶ A high performing, high potential employee
  - ▶ An average performer
  - ▶ An employee whose performance is not meeting expectations
- The Development Plan Review
- Obstacles & Enablers to Development Planning

\*(Please note that generic role plays can be used however we have found company specific role plays to be much more effective.)

### Outcomes

*Participants will learn how to:*

- Develop a complete understanding of the current development planning process in their organization
- Identify the skills required to be effective in development planning with employees
- Recognize the various ways and means by which employee development can occur
- Access resources to help with development planning
- Conduct a developmental planning session through demonstration of “right way” behaviour
- Apply the skills learned in a role play scenario using company specific cases
- Overcome obstacles and produce enablers to development planning within their organization.

### Program Details

Session Length: 1 day

Number Of Participants: 8 - 20