



Development of Talent

4 hours

English

Mid-to-Senior

Leadership

Mid-to-Senior Level Leadership Course

There is no question that mid-to-senior level leaders play a key role in driving the growth of their department and teams. Each day, these leaders are required to deliver on critical business initiatives through their talent. These leaders must then possess a strong understanding of the strengths and challenges of their team members and teams overall. They must possess a keen ability to define the current and future development needs to continue to grow their teams and address skill gaps. In conjunction, it is crucial to spot and develop high potential talent for future leadership role and to provide consistent feedback to all team members and executive management.

This course will enable mid-to-senior level leaders to . . .

- Recognize their role as a developer of talent and understand the pivotal role high-caliber talent plays for the organization's long-term success.
- Utilize a methodology to identify high potential talent.
- Provide development opportunities to leaders with strategic intent.
- Accurately assess the challenges preventing teams from achieving organizational goals and priorities.
- Develop talent for long term success.

Leadership Course

Talent development is critical in so many ways, whether it is attracting and retaining talent, driving employee engagement, or preparing future leaders. An organization's talent fuels success; however, there has been lackluster fuel for talent in most organizations. Development opportunities are crucial at all levels, from all leadership levels to those on the frontline. In this course, individuals will be introduced to key actions they can take to guide their own development along with the development of direct reports. They will be able to create meaningful development plans that support the organization's short and long-term needs, while fulfilling the development needs of individuals.

This course will enable leader to . . .

- Develop their talent as a priority rather than a time filler.
- Continue progress on development plans long after the plan was created.
- See their role as a developer of talent rather than a task master.
- Guide and support their team's development goals.
- Measure, monitor, and adjust development plans as needs shift.