



Talent Builder

Benefits:

- : Understand the critical role in developing and retaining key employees
- : Learn effective career coaching to keep employees motivated and aligned with strategies of the organization
- : Learn how to manage their own careers and align their goals with the organization's overall strategies
- : Additional instruments are included: retention risk assessment, career coaching worksheets and other self-assessments

To provide learners with a talent planning and coaching process for developing, motivating and retaining key employees.



Objectives:

- Clarify "why" developing, motivating, and retaining employees is critical for success
- Assess your strengths in the 5 coaching practice and apply to your team
- Assess your risk of losing key team members
- Understand generational motivators and differences
- Learn and apply elements of effective career coaching conversations
- Prepare for Career Coaching conversations with 1-2 employees

Length:

- 2 days program

Audience:

- Supervisory to Executive level

Training Style:

- Seminar

Contents:

- Why Employees leave
- A+ Management Practices
- Multiple Career Options
- Organization Benefits
- Talent Builder Process
- Generational Characteristics
- Know the 4 Generations
 - ✦ Veterans / Matures
 - ✦ Boomers
 - ✦ Gen Xers
 - ✦ Gen Ys / Millennials
- Leverage Generation Gaps
- Talent Builder Guide