

Culture + Connections

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Human Resources Conference
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Growing Leaders from the Inside



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LEGACY

TALENT DEVELOPMENT

New Managers:

Only

- ▼ 39% Training
- ▼ 34% Mentoring
- ▼ 31% Coaching



Leadership Readiness Audit





Map the Foundation



Identify the Business Drivers

What's Driving Your Leadership Development Efforts?



Map the Foundation



Identify the Business Drivers



Ensure Alignment to Mission, Vision, Goals & Strategy

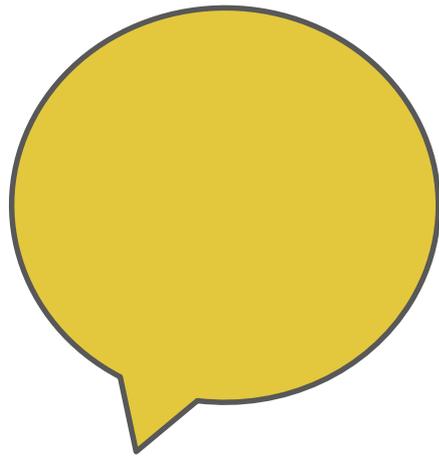


Engage Leaders



Open the Discussion

Envision the Destination



Action Plan



Establish Goals



Design Features:

- Who
- Learning levels
- IDPs or LDPs
- Role of supervisor/manager
- Eligibility & Selection
- Educational components
- Coaching and/or mentoring



Communication Plan



Communication Planning



Repetition | Multiple Platforms



Senior leaders available for informal discussions



Announcements of key events from CEO



Keep it simple

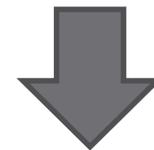


Leverage to celebrate success too

Design Development Routes

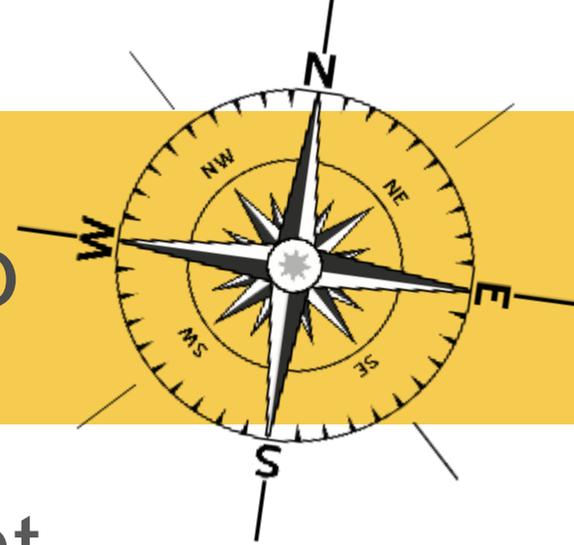


70/20/10



52/27/21

Development Roadmap



- Professional Development
- Coursework
- Job Assignments
- External Learning Experiences



Your Learning & Development Methods?





Navigate and Build on Progress



- ✓ Annual review
- ✓ Measurement:
ROI
ROE

Summary

Map the
Foundation

Envision the
Destination

Define Action
Plans

Design
Development
Routes

Navigate
Progress



More Information?



Growing
Leaders



Sparking
Mentorship



Developing
Talent

JEANNE MASSETH

Talent Strategist | Facilitator | People Developer

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TALENT DEVELOPMENT