

Talent Development Skills



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Course Synopsis

This programme is for participants to develop skills to help develop others. People Development Skills are essential for any people manager and leaders and includes inspiring and motivating others; identifying and developing areas of potential; sharing of knowledge and skills; and coaching and mentoring skills. This programme encourages and reinforces individual and professional people development skills essential of leaders and people managers, in a competitive fierce market for talent acquisition and retention.





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Course Contents	
Topic	Description
1	Introduction to the programme <ul style="list-style-type: none">○ Outlining of Expectations○ Icebreaker Activity
2	❖ The Role and Responsibilities of a People Manager <ul style="list-style-type: none">○ The Current World we live in○ Explore Role and Responsibilities of a People Manager○ The Importance of People Development
3	❖ The 9 Box Grid of Talent Development <ul style="list-style-type: none">○ Know Your People○ Who and How to Develop People
4	❖ The New Science of Motivation <ul style="list-style-type: none">○ Autonomy, Mastery and Purpose



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Topic	Description
5	❖Activity: People Development Scenarios <ul style="list-style-type: none">○ Breakout Rooms○ Debrief of Activity
6	❖ Coaching Skills <ul style="list-style-type: none">○ What is Coaching? What is Mentoring?○ The GROW Coaching Model○ Listening and Questioning Skill○ Goal Setting (SMART vs. Aspirational)○ Setting up Accountability and Commitment
7	❖Coaching Practice
8	❖Action Planning