

## **Develop Your Organizational Talent: Lead the Workforce of the Future**

This course emphasizes the importance of making employee development a regular part of a manager's job, and presents practical tips for how to accomplish this task. The focus is on preparing the current workforce to be more productive and flexible to meet future demands. Organizational leaders are the critical link to retain and develop the organization's staff of the future. However, often they are immersed in the daily activities of the work unit in a reactionary mode. Focusing on the "crisis of the day" causes leaders to ignore the critical task of preparing the workforce for the future. Managers and supervisors often neglect one of their most vital roles: that of coach and mentor to their employees.

**Target Audience:** Any organizational leader, manager, or supervisor will benefit from this course which provides strategies for developing the skills of their direct reports. Human resource professionals who may be charged with creating employee development programs will also benefit from this course.

### **Course Objectives:**

Participants can expect to:

- Define and explain changing workforce beliefs and how they have evolved
- Recognize the implications of an impending leadership drought and develop recruitment strategies to attract top candidates to the organization
- Plan workplace activities that will enhance the retention of star performers
- Use personal development plans in the organization and draft a coaching plan for an individual employee
- Write an action plan to make employee development a priority within their work unit

### **Course Topics:**

- Fostering new organizational beliefs about loyalty and trust
- Defining the problem: A leadership drought
- Managing talent: The key to future organizational stability
- Developing and retaining top talent using retention strategies that work, personal development plans, coaching skills, and mentoring programs

**To tailor this material to your organization and to bring the workshop to your organization's leaders, contact us today.**