



# 8020 Vision

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888.344.8020

www.8020VISION.com

# Talent Development

*Get better results by proactively attracting and developing talent in your workforce*

This workshop will address how public organizations can recruit, retain, and develop the kind of talent that will be essential to future success in a knowledge and service-on-demand driven economy. The process is fast-paced, fun, and yields high value results that teams and leaders will support.

*This workshop is a complement to the Succession Planning workshop. Both are proactive approaches to workforce management. Talent Development focuses on new and incumbent workers with a longer time horizon. Succession Planning focuses on retaining institutional knowledge as your senior workforce exits.*

## Common Applications for Talent Development

### Executive Leadership

- What 20% of your talent is producing 80% of your most valuable results?
- What effect will an impending talent and leadership shortage have on your agency mission and services?
- How will you insure your agency has a continuity strategy for developing your emerging workforce?

### Human Resource Departments

- With an impending talent and leadership shortage how will you replace the 20% of your workforce that is providing 80% of your internal coaching and mentoring capability?
- What processes and resources will you need to insure talent development is optimized for your agency?
- How will you recruit and retain a competent workforce to insure continuing engagement with your organizational mission?

### Training and Development

- What 20% of your learning services drive 80% of the critical talent development results?
- What career development programs and services will you offer to maximize employee development and engagement?
- How will you shorten the learning curve for aspiring leaders and key personnel?

### Advocacy Groups

- What 20% of your activities represent the “low hanging fruit” for achieving 80% of the support needed for talent development?
- What new initiatives, policies, and/or procedures will be needed to facilitate proactive talent management and development?
- Who needs to be on board as key stakeholders in supporting your talent development initiatives?

## Workshop Process

Talent Development uses a three-phase process – preparation, brainstorming and action planning. During Brainstorming and Action Planning, you participate in a variety of fun teambuilding activities to help keep the team engaged and get the creative juices going.

*“Public sector employers at all levels are recognizing that in order to attract younger workers, they have to make their workplaces - as employers - stand out. The way to attract new talent is to build a better “employment brand” by recreating the image of the government as being “responsive” and “a place to make a difference.” This attraction strategy has not been the norm for a sector that is multifaceted and historically entrenched in regulatory and procedurally driven administration.”*

Ian Cullwick

national leader of the Human Capital practice, Deloitte & Touche, LLP



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## Example Workshop Schedule

### Workshop Preparation & Customization

Identify participant needs and define:

- Objectives and desired outcomes
- Deliverables
- Participation requirements
- Optimal facilitation methodology
- Craft program agenda to achieve the objectives

### Day 1: Brainstorming

Depending on the objectives, Day 1 will typically focus on:

- Defining Talent Development as forward-looking, positive outcomes to be achieved.
- Generating large volumes of high-potential ideas through powerful, divergent thinking excursions.
- Selecting ideas most likely to yield the defined outcome, using a simple but effective Return on Investment selection process.

### Day 2: Action Planning

Establish individualized commitments and action plans.

- Assess selected ideas to determine core values as well as critical implementation challenges.
- Establish SMART Talent Development Plans (STDP) that invite participants to sign up for key components of the plan.
- Resolve critical challenges to establish momentum for execution of the STDP.

## Who should attend?

Government agency executive leaders/decision makers including human resources, training and development, union groups, legislative staff, service/project teams.

## Location

Though we deliver our workshops anywhere in the world, we encourage you to consider doing this work away from the office – in a setting that allows the team to unplug from day-to-day pressures and make the most of the two-day workshop. We partner with a variety of hotels and resorts that have facilities, if you need suggestions for a venue that meets your organizations needs.

## Workshop Cost

Every workshop we do is tailored to meet the specific objectives of the team.

Workshops cost \$485 per participant, which covers up to 16 hours of pre-planning/customization, and the two-day workshop. Call us to discuss your specific objectives and requirements and we will provide you with a detailed quote.

## Next Steps

For more information about Talent Development or any other 8020 Vision programs or services, please visit our website at [www.8020vision.com](http://www.8020vision.com) or contact us toll free at 1.888.344.8020.

## About us

We are experienced executives and facilitators, with a rich background in helping public agencies, companies, teams, and individuals focus on effective solutions to complex problems.