



talent management
creating people advantage



talent management

creating people advantage

Executives worldwide see talent development and talent 'gaps' as the top people challenge in every region and every industry according to a global survey of 4,741 executives in 83 countries and markets*. In Europe and the United States, managing talent and improving leadership development emerged as the two most critical people challenges and the most pressing HR challenges globally.

"It may soon be harder to find and keep talented employees than to raise money in an IPO" said Rainer Strack, a BCG partner and one of the report's authors. "In the West, work forces are greying, while in developing markets, companies have an unquenchable thirst for skilled employees. Creating a 'people advantage' will increasingly translate into competitive advantage".

Mission Talent Development Solutions:

Mission will work as a trusted adviser with your L&D team and work alongside you to develop an end to end, tailored talent solution for your future leaders. We provide an end to end service beginning with the assessment and selection of your talent pools; the identification of pivotal roles and all programme management and delivery.

Our talent management programmes; identify, develop and then deliver, the key skills required to achieve your strategic objectives. Our programmes are leadership centric and are designed to identify and then develop your leadership talent.

All programmes are bespoke and based on a thorough learning needs analysis conducted by the Mission team. The content is then designed and aligned with your organisational objectives. Typically they are designed to equip your most talented employees with a long term, tailored personal development programme.

Our talent solutions are also network centric, building relationships both across the organisation and externally.

Who would benefit?

- Organisations that need a refreshingly simple and straight forward approach to managing their talent populations
- Organisations that may need to rationalise their approaches to one simple and consistent plan

Who should attend?

- Executive boards to emerging or newly hired graduates

Duration:

All programmes are bespoke and therefore the duration is dependent upon the specific requirements of each client. Typically programmes tend to have multiple workshops throughout the year, some of which are mandatory and some of which are elective.

Delegates:

Talent pools from 10-500

Objectives and Outcomes:

Talent pool objectives differ according to the seniority and experience of the talent pool members but could include the following:

- To identify and develop personal strengths in order to create hi-value relationships with colleagues and clients
- To develop a toolbox of management and leadership skills in order to be equipped to create and lead high-performing teams

- To develop Mission Leadership skills in order to articulate and implement strategy effectively and help decision making

Topics / Content:

Workshops and Programmes

- Psychometric tools as appropriate – MBTI, SDI, FIRO B or TMSDI
- Leading Self and Others – a series of half day workshops
- Leadership tool box – frameworks and tools to utilise
 - Skills workshops; gravitas, powerful presentations, influence, commercial awareness, negotiation skills, listening skills, personal impact, body language, NLP, etc.
- Network Capital - Building Business Relationships
- Networking for Success
- Coaching and Mentoring for Performance

Investment:

Investment either per delegate or total cost for the course.

“Our study found that the average return for shareholders of the top talent-focused companies is more than tenfold that of the least talent-focused companies”. This is a compelling statistic. It would be a brave, and somewhat naive, CEO who would ignore such research at the expense of their organisation's own competitive edge.

“Every organization needs talent at multiple different levels to enhance the efficiency and effectiveness of the company. For discharging specific tasks learning and development specialists are needed. In every field the case is the same.”

Mckinsey Consulting
- Global Talent Survey

 m i s s i o n

Mission Performance Ltd.

Lakeside Studio, Carron Row Farm,
Segensworth Road, Fareham, PO15 5DZ

Telephone: **01329 841652**

Fax: 01329 849430

Email: info@missionperformance.com

www.missionperformance.com