

Top Talent Development

This is for when a company wants to engage in long-term leadership planning, as part of their talent development initiatives. Grooming new leaders can't be achieved with a single intervention, but requires ongoing stimulation and support. Using a combination of workshops, coaching and self-paced learning, prospective managers can learn the basis of a leadership role and career, to be ready for when the opportunity emerges.



Content

The workshop represents a combination of models embracing:

- company strategy
- international business and social etiquette
- leadership
- coaching
- cross-cultural communication
- team development
- negotiation

Who will benefit from this workshop

New supervisors and team leaders, or experienced managers with little or no management training experience. Any manager hoping to improve their leadership of others on a one-to one basis.

Workshop length

This program is structured according to need, budget, geographical convenience.

A suggested structure is 3 days of training each quarter for 12 months. In intervening periods, participants and their managers undertake project work and coaching sessions, as well as some research projects and reading lists.

Testimonial

"SkillBiz have been professional in every aspect of our dealings with them - admin, delivery and follow-up. Tony is able to develop excellent rapport with participants, his English is clear and easily understood and I have thoroughly enjoyed working with him. Feedback from participants has been positive without exception. We intend to continue using him as much as possible."



Beijing - 2005

Workshop results

- Your team understands what they have to do and the required standard
- Delegate jobs to the right people, giving support where needed
- Develop creative ideas/solutions with your team
- Employees appreciate the practical feedback that you offer, and improve their performance
- Manage difficult discussions effectively
- Your coaching style allows you to work with a wide variety of personal and corporate issues
- Keep your emotions in check - for example, control anger and fear
- Manage the emotions of others by building constructive long term relationships
- Manage the development of a team from the first meeting to high performance
- Develop negotiation skills, such as questioning, that will markedly assist job performance and enhance personal capability.

Moments of truth*

- When competition from the market challenges internal leadership resources
- When manpower planning highlights a future shortage of leaders
- When there is a gap in numbers between junior leaders and Senior Managers and you need to develop new middle managers quickly
- When it is cheaper / better to grow your own managers than to buy them from other companies
- When you need leaders to be deeply aware of all the companies business units
- When you want to promote loyalty in your leaders

* Situations and events in business in which specific knowledge and skills will make the difference between success or failure.