



# **Motivating and leveraging Talent**

***SARA Conference***

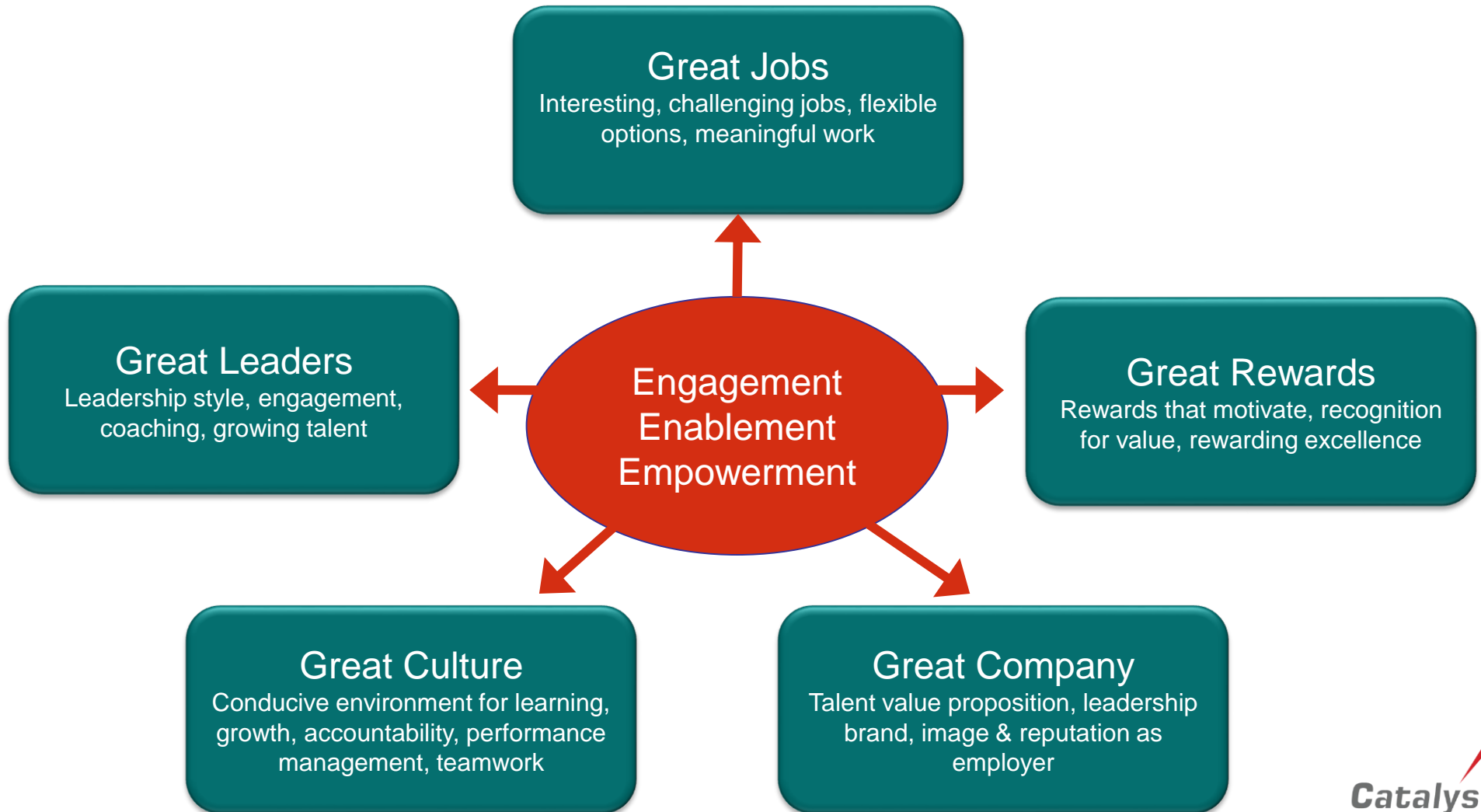
***October 2013***



# Talent Management Framework



# Drivers that motivate and harness talent – 5 G's and the 3 E's



# Leadership effectiveness – the 3 E's

## Engagement

- Creating purpose and meaning
- Understanding engagement
- Actively managing retention risks
- Really knowing your people – needs, motivations, lifestyle, expectations, personalities, generations
- Harnessing energy

Engagement conversation  
(connect, involve, encourage)

## Enablement

- Clear competency standards, gap analysis & PDP process
- Creating opportunities for identifying and developing talent - projects, action learning, exposure
- Turning insight into action - real growth
- Building coaching capability
- Cultivating high performance teams -alignment, cohesiveness

Enablement conversation  
(coaching, development,  
feedback)

## Empowerment

- Crafting an empowerment leadership style
- Transforming mindsets - shift from ... To
- Learning to let go and trust
- Taking talent risks
- Holding people accountable
- Building autonomy
- Aligning and clarifying roles
- Accelerated learning for talent pools

Empowerment conversation  
(build confidence, stretch  
projects, letting go)

# Drivers for success – in quest of the “X” factor of talent



# Personal mastery and self empowerment

