



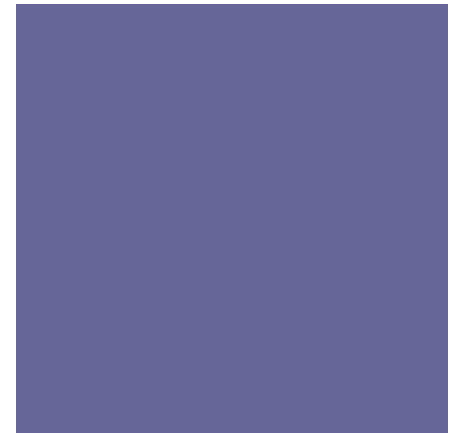
Attracting, Cultivating and Keeping Great People!



A Leadership Program For
Workforce Solutions For North Central PA



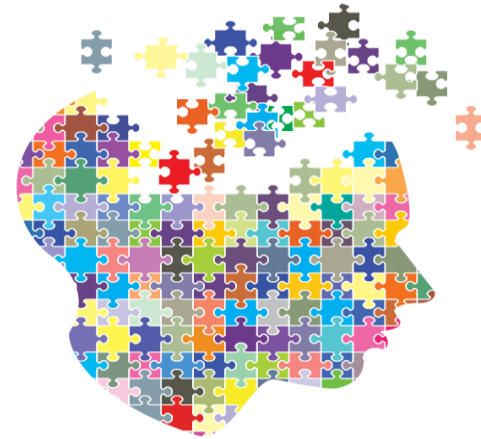
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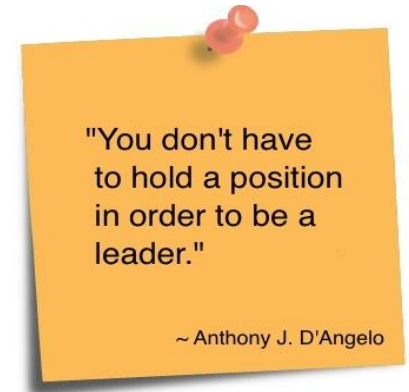
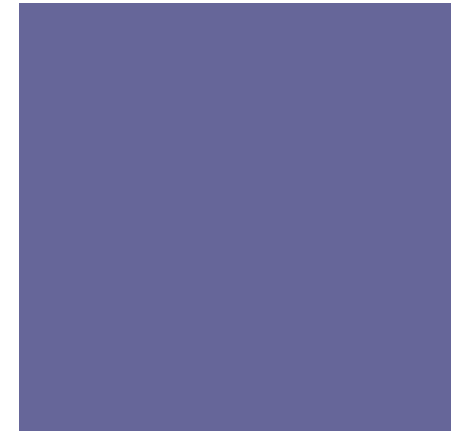
Attracting, Cultivating & Keeping the Best People is the Secret to Outpacing Your Competition!



Learning Goals



- ✓ Review the connection between accountability & attracting, growing & keeping great people.
- ✓ Define talent planning.
- ✓ Learn strategies, tactics & habits to attract, cultivate & retain great people.



The Powerful Message of Accountability

+ Coaching Definition: Accountability

Doing the “right thing” consistently day after day, in both tasks and relationships to fulfill the vision & mission of the team/organization; to live its values and to follow the rules of engagement.





Accountability is the *Secret Sauce...*

Reinforcing accountability
increases employee
happiness & engagement!



Why?

Most people generally are happier when they have the freedom to make decisions & exercise control.

Ownership is a powerful tool!

+ When People Are Happier At Work...

- 85% have more initiative
- 73% are better collaborators
- 48% care more about the quality of their work





Organizations that
create a culture
where engagement
meets accountability
are the true
WINNERS!

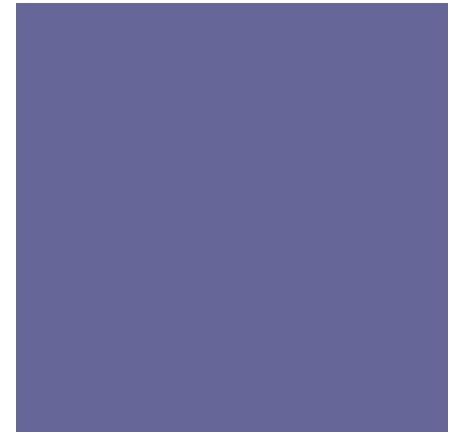


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Engagement is...

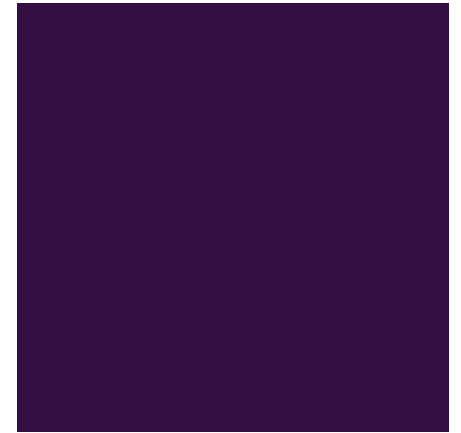
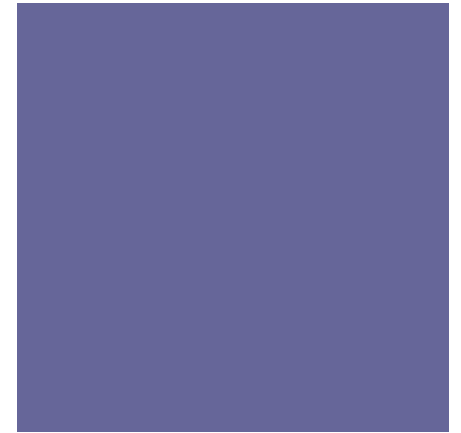
...an **emotional attachment** a person feels to their work, their colleagues and to the organization that **profoundly influences their willingness to learn, grow and perform**. Engaged employees are fully involved and enthusiastic about their work; this leads them to act, more often than not, in ways that mutually serve the their own and the organization's interests.





Ownership = Emotional Attachment

When people are encouraged & expected to be personally accountable, you are growing a *team of engaged contributors!*



What strategies & tactics does your organization use today, to attract, grow & keep great people?

Chat Box Exercise: Share a BEST Practice



What Are Forward Thinking Organizations Doing?

Chat Box Discussion



+ Talent Plan...



A comprehensive roadmap for attracting top talent, growing them and allowing them to create their own legacies.



+ Goals of Talent Planning



- Support organization's current & future business needs.
- Drive alignment with the mission & values.
- Assure 'best possible' fits.
- Intentionally invest in team members based on individual goals.
- Create leaders in 'every seat'.
- 'Warm the soil' for accountability & engagement.
- Foster a *learning* mindset





“To win in the marketplace, you must first win in the workplace.”

Doug Conant, CEO Campbell's Soup



For maximum impact, a Talent Plan's elements are integrated with one another rather than 'silo-ed'.

+ Elements of Talent Planning

- Talent profiling (who you want to attract)
- Fresh approach to recruitment & hiring
- Assessment tools that work
- Succession planning at all levels
- Individual roadmaps



+ Elements of Talent Planning

- Learning, mastery, growth programs
- Common language of coaching
- Total reward package
- Continuous measurement



+ Talent Profiling

- Goes beyond credentials/regulations
- Focus on core behaviors & competencies
- Focus on “*chemistry*”
- Takes advantage of technology
- Includes intentional diversity

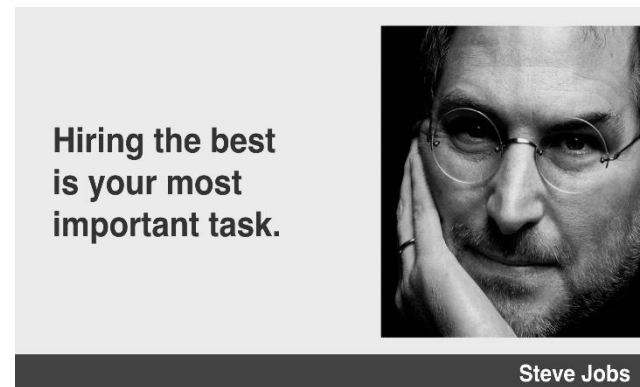




Recruitment/Hiring Makeover



- Targeted marketing
- WOW experience
- Increased initial screening (use technology)
- Use of behavioral questions based on role models
- More time spent with candidate(s)
- Comprehensive onboarding



+ Assessment Tools

- Over 6,000 from which to choose
- DISC profile (strong match for coaching)
- Include right/left brain assessment
- Replace “old” performance appraisals in favor of more frequent, 360 achievement/behavior/brilliance assessment
- Identify special talents/needs
- Connect to learning programs





Creating Leaders At All Levels



- Active, ongoing succession planning
- Strategic delegation
- Acres of diamonds – finding high potential talent throughout organization
- Talent pool



+ Individual Roadmaps

- Blueprint for team member's organizational progress
- Learning needs
- Career preferences, aptitudes
- Vision/dream
- Current competency level



+ Learning Programs

- Most current “training” programs are preparing learners for a business climate that no longer exists
- Focuses on ownership, accountability, community
- Is individually tailored
- Uses technology
- Connects directly to individual roadmaps
- Reinforces cultural aptitudes
- Includes coaching



+ Total Reward Package

- Tangible & intangible
- Salaries/Benefits
- Time
- Visibility
- Promotion
- A stake in long term growth
- Investment in development & growth



+ Total Rewards Package

- Opportunity for meaningful work
- Appreciation & recognition
- Involvement in decision making/control
- Importance in community
- Pride in being part of a winning team with high integrity



+ Measurement

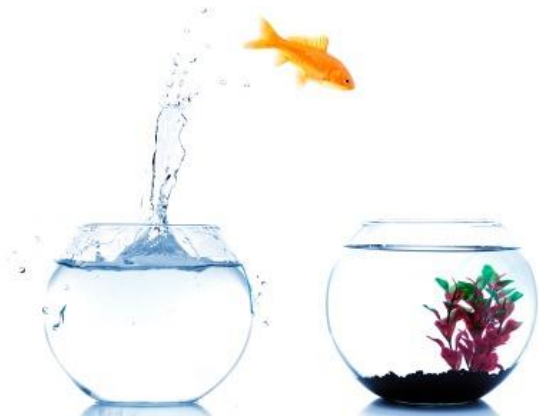
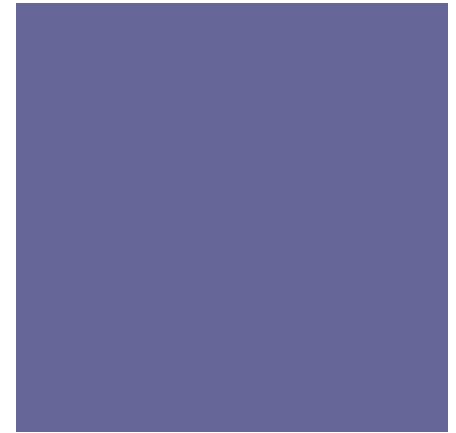
- Fall in love with the numbers
- Intentional
- Ongoing
- Measure twice...





What is your ongoing commitment?

Which talent planning practices capture your attention? Which better position your organization in the marketplace?



Be Better and Different!



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