savilleconsulting SCIC14

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Saville Consulting's 4th International Conference...

...A decade driving global assessment

Talent Development Day Workshop

Talent Development Days

Format

Benefits

Success Stories

Tips

Around the Table

Session Run Through

Group Ice Breaker Exercise

Workshop

Talent Development Day Workshop

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Format

Forum for networking and sharing best practice.

Opportunity to showcase products in application.

Environment for delegates to get 'hands-on' with products and meet Saville Consulting.

Chance to hear what is happening in the market.

http://vimeo.com/101700695

Talent Development Day Workshop

Benefits

- Lead generation
- Introduce products to captive audience
- Cross- sell
- Network

- Research opportunity
- PR
- Branding

Talent Development Day Workshop

Success Stories

Thales – New client, grown each year.

EY – Existing client new lead into different area of business.

Healthcare at Home – New client with upcoming project.

Range of new clients and projects each year.

Mix of product, training and consultancy.

Fragments client base to build from.

Talent Development Day Workshop

Tips

Market early and maintain communication.

Use delegates signed up to attract others.

Match agenda with audience interest and your business agenda.

Pitch as an opportunity to network.

Use case studies to show successful product application.

Capture data; both delegate info and industry info.

Follow up fast, and follow up again.

Talent Development Day Workshop

Session Run Through

Identifying potential, developing potential and managing performance.

How the exercises have been constructed.

How to facilitate a session.

Talent Development Day Workshop

Ice Breaker Exercise

What are the biggest barriers to identifying potential for your clients?

What is most successful at developing potential for your clients?

What are your clients biggest challenges to improving performance?

Talent Development Day Workshop

Workshop

Looking at the ZM.digital company background and current situation:

What tools/services would we recommend they use for their fast track leadership programme.

How would these add value to the process.

What would be the benefits of partnering with Saville Consulting for this project instead of another supplier.

Ice Breaker Results

What are the biggest barriers to identifying potential for your clients?

Ice Breaker Results

What is most successful to identifying potential for your clients?

Ice Breaker Results

What are your clients biggest barriers to improving performance?

Quick Questions

Biggest Barriers to Identifying Potential

1. Confusing performance with potential
2. No definition of potential
3. No Formal process
4. Lack of understanding around process
5. Capability of line managers
6. Lack of leadership buy in
7. Lack of understanding around current definition
8. Insufficient data to evidence capability

Quick Questions

Most Effective Approaches to Developing Potential

1. On the Job training
2. Mentoring
3. Regular performance reviews
4. Annual performance reviews
5. Coaching
6. Using a 9-box grid
7. Development centres
8. Formal training courses

Quick Questions

Biggest Challenges to Improving Performance

1. Lack of investment / budget
2. Talent willing but not ready
3. Lack of time
4. Quality of line manager conversations
5. Subjective performance feedback
6. Doesn't tie-in with corporate objectives
7. Lack of projects / opportunities
8. Talent ready but not willing