



innovative
PATHWAYS

Talent Trouble

Meaningful
Development
Conversations &
Plans that Work

TALENT
TROUBLE

“Leaders and managers need to help people out of the passenger seat and into the driver’s seat of their own development,” - Nick Petrie, CCL

Equip Others to Drive their Development & Career

Many people in organizations today believe that someone else is responsible for their development — human resources, their manager or trainers. But people develop fastest when they feel responsible for their own progress.

One way to equip people to see themselves as drivers of their development and careers is having meaningful development conversations that leads to practical goals and actionable plans. Having meaningful development conversations with employees is an essential component of successful talent management. Most managers find having great conversations – open, honest, and two-way about people’s strengths and development areas – are challenging to get right. Too often the responsibility falls on manager, most of whom have training in performance management but few of whom will have been trained specifically in the art of having a development conversation.

This workshop is designed to equip busy with a high impact concept – Talent Trouble and the tools and strategies to develop yourself and others, starting with the primary building blocks – the Talent Trouble Matrix and an approach to having a meaningful development conversation. It will also focus on how to support people to set practical development goals and build plans that encourage on the job learning and how to best leverage coaching and training.

Facilitator - Tammie Plouffe

Helps leaders and teams who want to make an extraordinary impact and discover innovative ways to deliver great results.

Tammie is Managing Partner of Innovative Pathways in Canada working globally with large and mid-sized organizations. In addition to her consulting and training practice, Tammie has led a global brand’s product development, and has led internal Organization Development functions. She recently published articles through Harvard Business Review and has also co-authored three leadership indexes with Discovery Learning Inc.: Influence Styles Indicator, Change Readiness Gauge and Change Navigator, the Talent Trouble book with TKB Hanna & Associates - available on Amazon <https://www.talenttrouble.com/> and an innovative facilitation tool called Image Insights with Multi-Health Systems. Inc.

Tammie has a B.A. Psychology from Dalhousie University and Master of Science, OD from Pepperdine University.

Leaders will leave this workshop with tools and strategies to develop talent and positively impact organization performance and employee engagement.

Content Areas:

Using world class, high impact development tools that work:

- Apply the Talent Trouble Matrix for when you are hopeful and uneasy about someone you are counting on to deliver.
- Learn how to create the conditions for employees to take charge of their development plans and how you can coach and support.
- Know what a great development conversation looks like and the tools for how to prepare for one.
- Practice how to pinpoint people’s strengths and areas for development.
- Gain tools to help employees build development plans that focus on learning from experience on the job.

Logistics

- Customizable in three formats:
 1. 3 to 4-hour workshop
 2. 2 to 3-hour workshop during a management team meeting or offsite.
 3. 1:1 coaching session
- Available for individuals and groups of 1 – 100 people.
- Pricing available upon request