

# TalentDevelopment®

BASED ON THE FOUR STAGES™ OF CONTRIBUTION MODEL



Organisations demand high performance. But how can you get the most out of your employees without burning them out?

Answer: With development that tailored to the needs of the individual **and** the organisation.

Novations' Talent**Development** programme offers a fresh approach to development and careers, emphasizing immediate contribution, individual responsibility, professional growth, and long-term employability.

Based on more than 20 years of research on performance and development, Talent**Development** incorporates the Novations proprietary Four Stages™ of Contribution Model.

Participants are guided through the personal development process through the creation of an individual development plan designed to be used as the basis for on-going contribution discussions with their manager/coach.

With Talent**Development** watch your business grow through engaged, passionate, and high-performing employees.

BUILDING THE CAPACITY OF INDIVIDUALS  
AND ORGANISATIONS WORLDWIDE



## PROGRAMME SPECIFICATIONS: TalentDevelopment®

**TalentDevelopment®** is the flagship development programme from the Novations Group. This development programme enables participants to take control of their own development in a way that is beneficial to themselves **and** the organisation.

**TalentDevelopment** is available for on-site delivery and can be customised to meet your specific needs, including a licensing and certification option, to prepare your trainers to deliver the programme internally.

### PROGRAMME AGENDA

#### What's in it for You and Your Company?

- Your Career Best
- The TOP® Model

#### Career Orientations

- Definition and Review of Orientations
- Analysing Your Profile

#### The Four™ Stages

- Introduction to the Four Stages™ Model
- Stage Characteristics with Exercise
- What is a Novation?
- Application: TalentDevelopment Plan
- Optional 360-degree Feedback
- Relevant Strengths and Weaknesses
- Fatal Flaws

#### How to Prevent Career Stagnation

- Position vs. Contribution
- Career Plateauing
- Case Study
- The Contribution Cycle

#### Your TalentDevelopment Plan

- Job Assignment Definition and Considerations
- Sample Development Plan

#### Development Discussions

- How to Hold a Development Discussion
- Peer Coaching Exercise
- Debrief and Realistic Division of Responsibilities

### TalentDevelopment® Programme Logistics and Outcomes

**Audience:** All professionals who want to increase their ability to contribute to the success of their organisation.

**Length/Trainers:** One Day/One Novations consultant partner trainer

**Class size:** 10 - 20 participants

**Methodologies:** Self-evaluation, workshop, exercises, role-plays, and 360-degree feedback, peer and consultant feedback, ongoing management coaching

**On-line Pre work:** On-line pre work requires internet access (Netscape or IE 4.0+)

**Timing:**

- 360-degree feedback
- Workshop assessment and study
- Preparation of development plan
- Post-workshop coaching
- Post-workshop development

#### After completing this programme, you will be able to:

- Discover your dominant career values and match your talents and passions to the organisation's needs
- Utilise a contribution model for career growth that makes sense in today's fast-changing companies
- Increase your value by understanding the dynamics of plateauing and how to stay fully engaged
- Identify the projects and assignments that will have the greatest impact while providing personal growth
- Utilize 360-degree feedback to identify and leverage strengths while addressing key development areas
- Build a workable action plan that produces greater contribution and satisfaction
- Use peer-to-peer coaching to improve development plans and prepare for future development dialogues

For more information about how Novations Talent Development can increase performance in your organisation, visit our website [www.emenex.co.uk](http://www.emenex.co.uk) or email us [info@emenex.co.uk](mailto:info@emenex.co.uk) or call +44 (0) 8450 523593.