

Talent Enablement

When pushing for success it's your people who make the difference. Our experience with some of the world's biggest organisations, in a range of complex industries has helped us develop a Talent Enablement approach that can help your people develop new skills, continuously

1 Strategy

Your Talent Strategy is born from your organisation's strategy. This will help you identify who your Talent Enablement audience is, and what skills you need to focus on.

TOP TIP: Once you know your audience, get to know the people within!

3 Integrate

How will you plan, deploy, and track your Talent Enablement approach? There simply isn't a 'one-stop-shop' so ensuring the toolkit you build, and experiences you share with your people *must* be integrated at every level.

This will reduce, and remove unnecessary engagement hurdles, bringing experiences closer to your people.

5 Empower

It's unrealistic to expect your people to succeed at every new skill they try for the first time. So empower your people to try, fail, learn, and *then* perform.

There will be headaches, there will be triumphs, and at the end of it, there will be a highly-skilled group of professionals driving your growth.

TOP TIP: Your Senior Leaders set the tone. They should nurture a culture of empowerment at all levels of your organisations.

7 Role-model

Don't just 'Talk' Talent Development and Enablement, 'Be' Talent Development and Enablement. This means practicing what you preach, at all levels of the organisation so even those in junior roles can trust they'll have the opportunity to develop and grow.

TOP TIP: Your people are not idiots! They know when you're paying lip-service to Talent Development, and doing this will create a toxic culture lacking in trust.

2 Toolkit

Enablement means different things to different people. Whether your people are on-site, remote, or field-based, the way they access and experience your talent solutions must be seamless. When you get to know your people, spend time understanding their needs and preferences so you can build a Talent Enablement Toolkit that's right for everyone, not just the administrators.

4 Engage

System-generated, or group e-mails isn't engagement. Neither is a monthly 'town-hall'. If Talent Enablement is your goal, engagement must be at the core. So engage your leaders, engage your people, and make Talent Development a habit.

TOP TIP: When engaging your people in the spirit of Talent Enablement and Development, it's *essential* to have a consistent language. Whether it's 'Learning', 'Talent', 'Training' or 'Coaching', engage your people with consistency.

6 Mentor

Normalise mentoring relationships. Whether it's high-potential people, or highly-specialised skills, mentoring relationships will drive strong Talent Development and build networks across your hierarchy that will stand the test of time to help develop and retain your top-talent.

8 Get help!

At Apples Performance and Learning, we're experts in this stuff. So why not get in touch and we can help! tellmemore@aplconsulting.co.uk