



# Drive Your Talents

## Personal Development - the key to Corporate Success

A highly motivated, energetic and enthusiastic workforce is the foundation of every successful organisation.

Companies world-wide are trying to find ways to acquire, develop and retain talented employees in a climate of a global skills shortage - but many of them are missing the point.

Personal development is the number one motivational factor for knowledge-workers. Research highlights it, personnel appraisals confirm it, and even exit interviews show it.

Give staff the opportunity, the encouragement and the tools to achieve and deliver their potential in the most effective way possible, and this will be reflected in their motivation, their productivity and their energy levels ...and in their commitment to the organisation.

The *Drive Your Talents* programme gives them the opportunity, the encouragement and the tools.

### Identify - Develop - Deliver

Everybody has talents, but very few people make them really explicit, let alone develop them or use them to the full.

What is more, everybody is different - the only person who can really identify one's key talents, decide on the best way to develop them, and work out how best to deliver them in their working environment is the person themselves - but most people need some guidance to do this.

The *Drive Your Talents* programme provides that guidance.



### How does it Work?

*Drive Your Talents* is an inspiring two-day group programme with ongoing tele-coaching and mentoring to give the maximum return on investment. The programme provides every participant with powerful insights into themselves and their role within the company.

It poses questions such as:

- What are my key talents and do I use them to full advantage?
- What are my favourite areas of knowledge and how often do I apply them?
- What motivates me in my work and life?
- How do my talents and knowledge areas match with my organisation's needs?
- How can I develop and use my talents to make work more challenging and fun?
- How can I put the most energy into each day, and get the most out?

...and leads the participants to finding the answers for themselves.



# Drive Your Talents

## The programme

**Identify** - Using our proven tools and analytical frameworks, participants gain a real insight into their talents, key areas of knowledge and the factors that really motivate them in their work and life.

Drive Your Talents helps people individually by focusing on:

- Self and team analysis
- Personal growth & development
- Motivation & inspiration
- Identifying Energy leaks
- Encouraging them take responsibility
- Encouraging creativity & entrepreneurship
- Creating a fun & great place to work



**Develop** - Armed with this knowledge, they are then given the tools and guidance to develop their own Personal Energy Plan.

This defines a (SMART) set of achievable goals and specific actions in the area of both personal and professional development.

**Deliver** - They are also given a range of techniques and tools for use after the programme has finished to ensure that they maintain their Personal Energy Plan on an ongoing basis, adapt it to changing circumstances and, most importantly, to execute it.

Post-training support is provided by a special Drive Your Talents coach.

At all stages in the process being proactive is the key - each individual is responsible for their own development.

## The Individual Impact of *Drive Your Talents*

For the participant, the real value of this programme lies in its individual and personal character.

Each participant leaves with their own new insights, their own plan of action, and a support environment that will help them to implement, execute and evolve the plan.

They also come away with a great deal of energy and motivation. As they put their plan of action into effect their energy and motivation levels are reinforced. *It works!*

## The Corporate Impact of *Drive Your Talents*

For the organisation, the value of *Drive Your Talents* is just as significant.

You cannot overemphasise the huge positive impact of a highly-motivated and enthusiastic workforce for the productivity, efficiency, morale and responsiveness of the organisation.

There are also significant benefits to be achieved in terms of improved staff retention, lower staff churn, and increase in mobility of staff across departments, lower recruitment costs, and the avoidance of training investment that just doesn't deliver.