

Talent development for key talent segments

Agile journey :
18 days over 6 weeks



Do you want your "Key talent to grow within your organization than losing them to market"?



Have you Identified “Key talent segments /personas”?

Have you developed a “Unique talent segments /personas wise talent development approach, process, action steps”?

Do you enable it with Learning pathways, journeys & Impact ?

We partner to solve the puzzle together with a creative twist, in 18 days over 6 weeks.

Let's Cocreate your “Talent development for key Talent segments” solution together!



Offering 4- Talent development

Talent development for key talent segments/ personas

We partner & work together with you to carve a “Talent development for key Talent segments/ personas solution” to **uplift them for future & develop your approach with career pathing, development plans, mobility options & succession planning.**

We enable it with learning pathways, journeys with **experience, exposure & education (3Es), with a clear impact for talent across segments.**

We use **creative tools like persona gallery, display carnival, sketching** in this journey.

Our approach taken for **co-creation workshop design is using accelerated learning with theater tools.**

Offering 4- Talent development

Overall Approach

Step 1: We discover the

- Talent segments/ personas with employee mapping during the exploration interviews
- High level Individual development plans of the personas

Step 2: We define & cocreate

- The entire Talent development solution for key Talent segments/ personas in a co-creation workshop starting with :
 - Learning the literature
 - Discovering the existing state
 - Closing it with carving the new journey solution sketch



Talent segment personas include

1. High potential/ High performance
2. Executive development
3. Women in leadership
4. Critical Roles or Niche skills
5. Talent gap for functions/roles
6. Graduate/Campus
7. Diversity & Inclusion
8. Any new based on your choice..



Offering 4- Solution Literature



This solution design included the literature of :

- a. **Process** : Capability framework, Individual development plan, learning vs performance Goal
- b. **Approach** : Ways of Learning- 3Es (Experience, exposure, education), mode, tools, speed, learning transfer
- c. **Stages** : Unique Pathways phases, Individual vs team stages journey, assessments, passport of the journey
- d. **Impact** : Kirkpatrick impact framework, value 360
- e. **Intro to Methodology** : Instructional design, Accelerated learning (Optional)

We also help discover the components of an execution plan with :

- f. **Team & role**
- g. **Ways of marketing**
- h. **High level project plan with accelerated learning**



Do write to our Genie :

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Making organizations next generation ready



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Let's co-create magic !

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