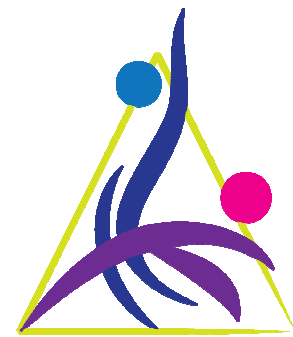




Engage: Talent



Engagement Dynamics

TalentID (In-house Process)

The in-house TalentID process is an opportunity for individuals to identify, understand, engage and develop their innate talents and for managers to begin to understand the people whom they lead and how best to deploy, develop, support and motivate them to optimal performance – to demonstrate what happens when we focus on what is right with people instead of what is wrong with them. The core talents of participants are identified through the completion of a simple online test; enabling them to engage their strength for personal, team or organisational value. Exploring these results provides extremely useful insights into aspects of performance and behaviour such as leadership, motivation, needs, values and perceptions.

The Process

- Participants complete the Strengthsfinder Test online a minimum of 7 days before the intervention.
- 1 day group workshop to explore Strengths philosophy and personal talent profiles of participants.
- Each participant has an individual assimilation session with an accredited Strengths Performance Coach

Outcomes

Participants will

- Learn the basic principles of Strengths theory.
- Gain insight into their personal top 5 talents.
- Understand the dynamics of their personal top 5 talent profile.
- Identify the connections between their top 5 talents and their values, expectations and needs.
- Appreciate how their top 5 talents enable best performance.
- Understand the impact of their top 5 talents on their relationships.
- Develop a personal manifesto
- Define a personal development plan
- Managers gain insight into team member strengths

Who should attend?

- All individuals looking to develop their talents to maximise their personal and organisational performance and contribution.
- Team leaders looking to gain insight into the talents and potential of the individual members of their teams.

Investment

Janet du Preez is an engagement protagonist and strategic maximiser; uniquely qualified with masters level studies in health sciences, psychology and business, to understand the psychological and practical systems which underlie behaviour and outcomes. She is a Gallup-trained strengths-performance coach for individuals and teams and is recognised as a masterful facilitator who utilises creative techniques to craft enjoyable, interactive and participative transformational and collaborative thinking experiences. She was convenor of the SAODN and on the faculty of the Academy for Organisational Change in 2010/11 and is now the Managing Director of Tools of Greatness, is on the board of Cotlands and the academic board of the Worldview Academy .