



Engagement Dynamics

TalentID (Keynote Address)

Michael Porter unlocked the concept of competitive advantage – ability gained by an organisation over others in their industry. No organisation wins by being the same as others. Competitive advantage is gained through differentiation; through having resources which enable superior performance. Although all resources are important, in the Knowledge Age the role of superior human capital resources has increased dramatically, forcing the issue of Talent Management to the forefront of Organisational Development considerations. Thus the ability to truly understand the individuals in an organisation and how to unleash, brand and deploy the talent which they bring is a critical competence.

The end goal in most definitions of Talent Management is “meeting business objectives” This presentation explores alternative paradigms for approaching the management of Talent, focusing on optimising how well employees “show up” in the workplace. It places Talent Management in its systemic context and dispels some of the myths of best practice.

The Process

- The keynote may be presented in 30 or 60 minutes or may be extended into a 120 minute workshop.

Outcomes

The Keynote will

- Dispel some myths of Talent Management best practices.
- Name the “elephants in the Talent Management room.”
- Challenge some commonly held Talent Management paradigms.
- Suggest some innovative approaches to Talent Management.
- Demonstrate the systemic influences and impacts of Talent Management processes
- Stimulate new conversations around Talent Management

Who should attend?

- HR and OD practitioners
- Line Managers
- Business owners
- Executives

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 .

