

EXAMPLE SLIDES

ON

TALENT MANAGEMENT



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Why develop leadership?

- It takes a long time for a manager from outside to gain leadership credibility in the business
- Life long learning is more important than ever before
- Leadership is a profession that can benefit from Continuous Professional Development
- Leaders manage the company's very important asset, namely; Human Capital of Technical Knowledge Workers
- SA invests 5% of GDP in education. Companies contribute 1% of Payroll to Skills Development Levies. Do leaders in the operational space receive their fair share of development funding?



Talent alone is not enough

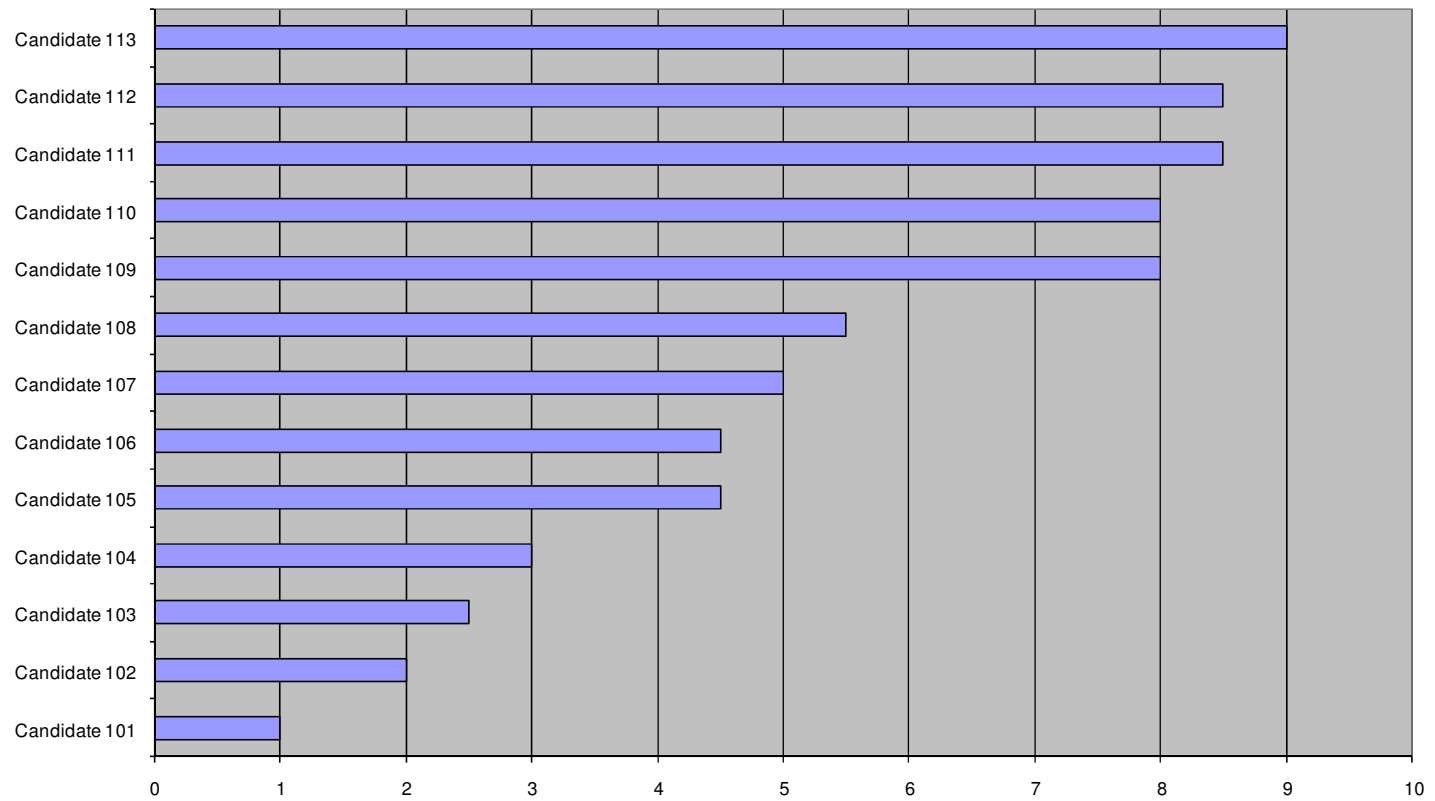
1. Talent or ability also depends on what happens to people and how they are coached, not just their innate skill or motivation.
2. Ability or talent in isolation does not explain the entirety of a person's performance. How an employee is managed and coached matters!

The Triple bottom Line; May 2009



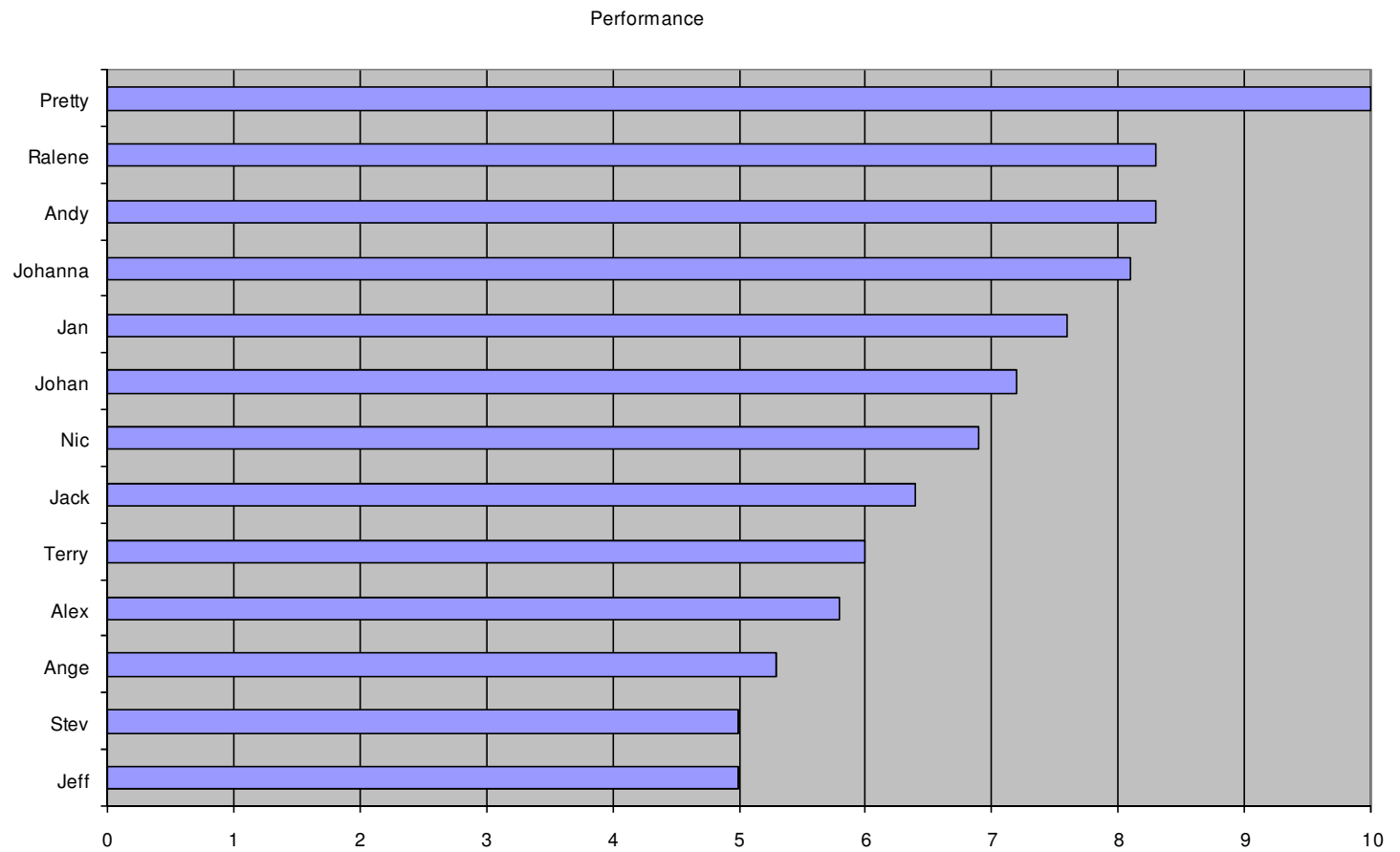
Ranking Potential

Potential Ranked





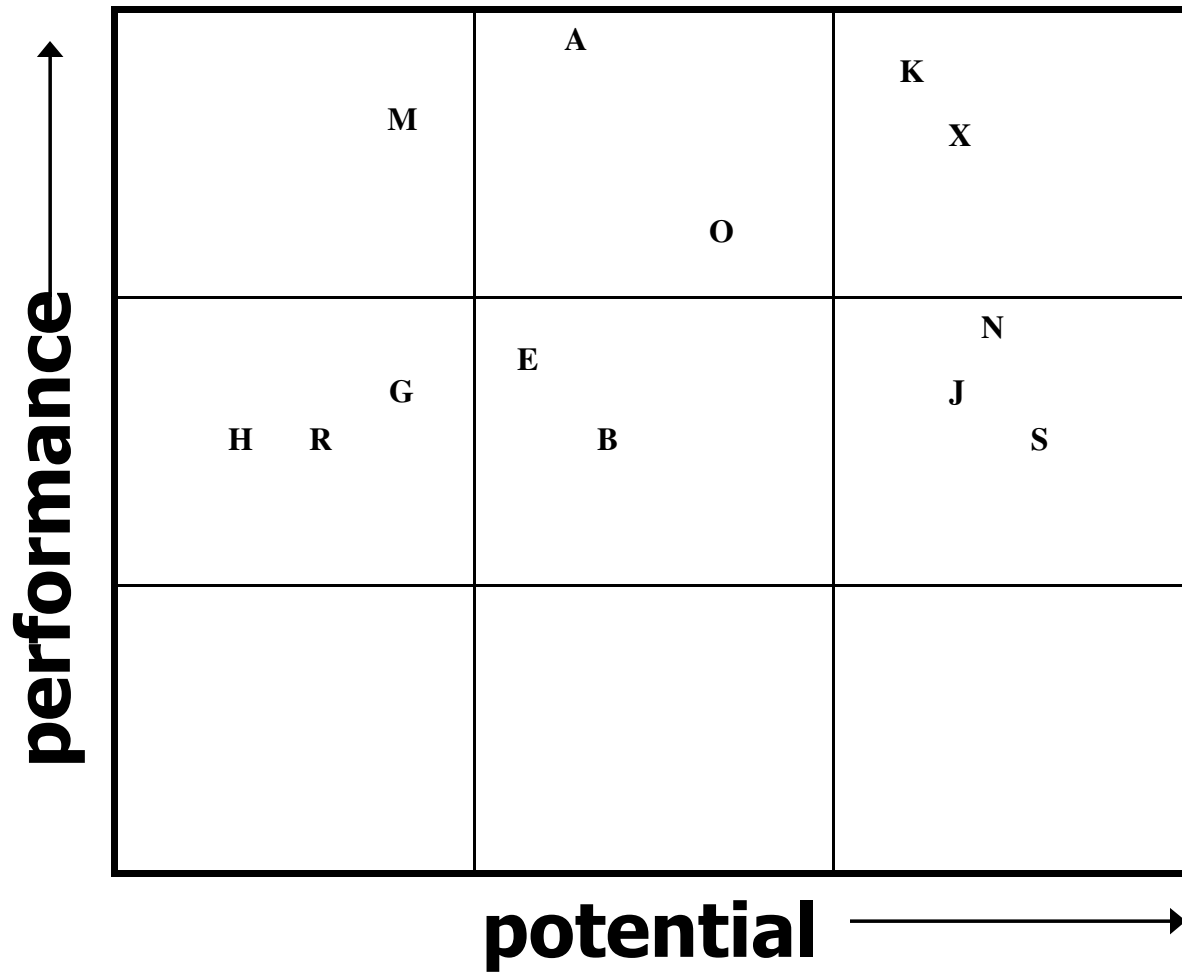
Ranking Performers





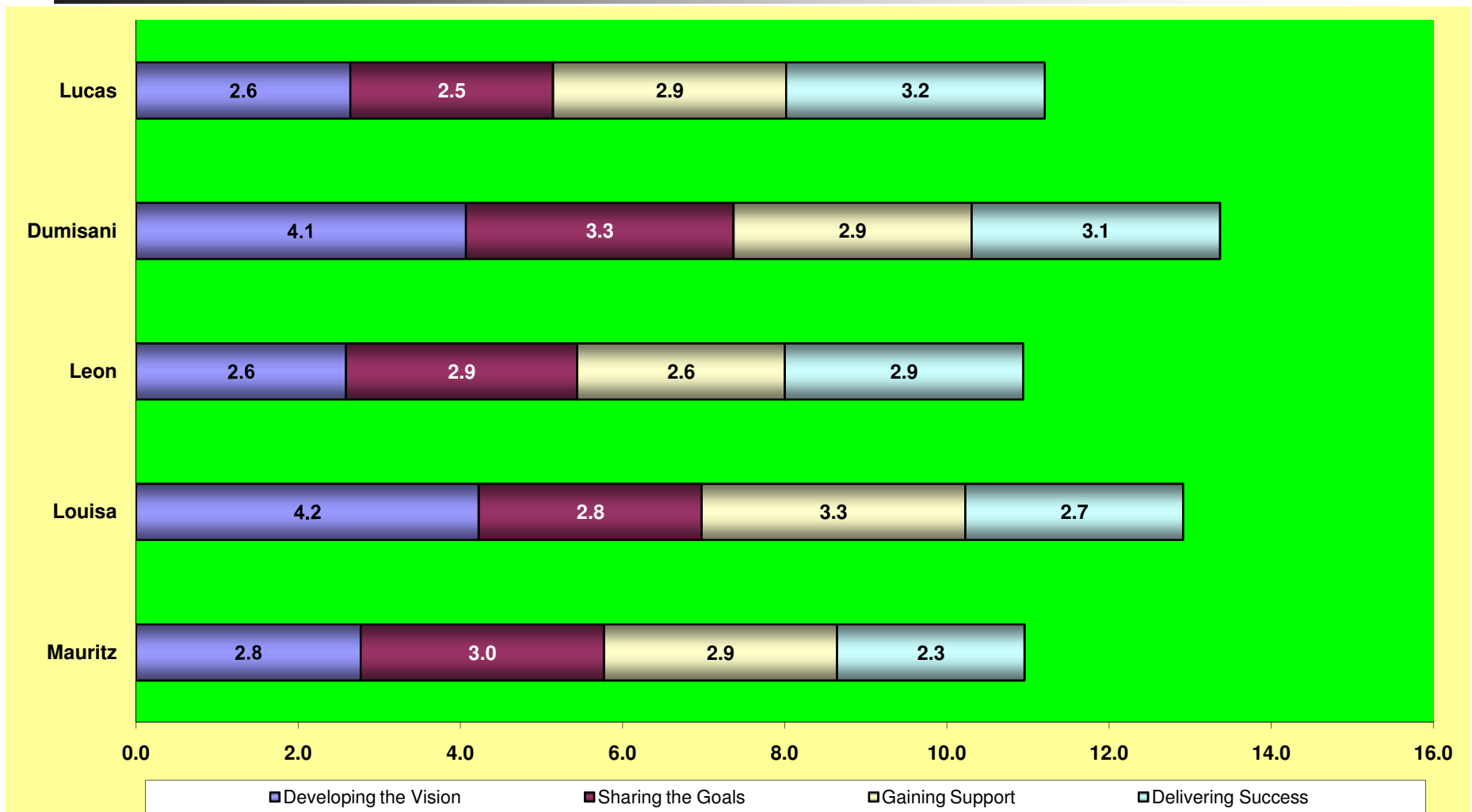
Plotting the Talent Pool

Eg. Superintendents





Executive Team Analysis





Identify Individual's development needs

