



Developing Talent Ready for Any Challenge



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A FRESH LOOK AT YOUR ROLE IN DEVELOPING OTHERS



First and foremost, your role in developing talent is to ensure the organization's continuity by preparing talent for future roles. Industrial Age HR practices suited to that era are finally being replaced with practices more suited to today's era of inclusion, meaningful work and opportunities to help a global workforce stay "employable."

AS A TALENT CHAMPION OF THE FUTURE, YOUR ROLE SHOULD BE SHIFTING FROM EVALUATOR TO COACH AND CONNECTOR.

Six Key Talent Champion Behaviors



The New Talent Champion:

- Generates insights instead of gives feedback.
- Uses coaching opportunities to grow careers.
- Influences performance through aspirations, regardless of the existing performance management system.
- Connects talent to a variety of developmental relationships and resources.
- Continually grows a pool of leaders to lead the future (the pipeline).
- Orchestrates the experiences people need to grow and the micro-experiences they need to flourish.

WHY DOES THIS MATTER? SO YOU CAN LEAD THE "HUMAN BECOMING"



The standards of how potential is defined are changing, and so must the standards for how that potential is managed. According to the Institute for the Future, real potential is not a test score or a batting average. *It's who you're becoming and what is possible in an uncertain future for yourself and for everyone else.* It's how, because of advanced technology, digital trends and artificial intelligence talent can build their unique potential for unexpected tasks and unprecedented projects in ways organizations are not yet predicting.

Through the lens of "human becoming," we can no longer manage talent to the past (traditional performance management), to ratings (they no longer fit what is possible), or to feedback alone (that simply doesn't fit what "becoming" means to them.) We can no longer treat the "human being" as a static "human being." We must lead their "becomingness."

The six key Talent Champion behaviors are designed to help you better cultivate potential in your "human becomings" and connect the dots between that potential and meaningful work.

WHAT SKILLS DO YOU BUILD IN THIS COACHING PACKAGE?

You will learn how to:

- Define, coordinate and execute on-the-job assignments and projects that grow talent toward business objectives.
- Craft day-to-day micro-experiences that shape mindset and behavior.
- Develop others by helping them generate insights.
- Leverage strategic points in career development to coach to successful careers.
- Influence performance through aspirations rather than system demands.
- Start a succession plan to build a pipeline for the future.
- Connect your talent to developmental relationships that accelerate growth and performance.



WHAT DO YOU RECEIVE IN THIS COACHING PACKAGE?

**Unlimited coaching,
3-month time-limited**

**"Mindset of a Talent
Champion" chart**

**Articles and tools to
build leading-edge
talent development
skills**

**Talent Champion
competency chart and
checklist to develop
each**

**A pipeline chart to
start a succession plan
for your area**

**Experience-based
development e-pack to
grow others through
their experiences**

A LITTLE BIT ABOUT ANNETTE

Annette has over twenty years experience working with large organizations including Edward Jones, Boeing, BJC HealthCare, HSBC and Sprint as a leadership development coach and consultant to develop talent keep the organization's productivity high. She is an ACE-certified executive coach and member of an invitation-only Virtuoso coaching community where she keeps learning with and as one of the "best of the best."