



GROWING YOUNG TALENT – THE CHALLENGE IS URGENT

75%

OF ORGANISATIONS PLAN TO PUT
MORE FOCUS ON DEVELOPING
IN-HOUSE TALENT*

59%

PLAN TO
FOCUS ON
RETAINING TALENT*



the
learning
corporation

YOUR PEOPLE ARE YOUR MOST IMPORTANT ASSET

Recent labour market surveys from the government and other bodies state clearly that organisations are finding it more difficult to recruit and retain key employees. In addition:

- Employees need to find meaning and purpose in their work
- There are shifting attitudes to careers and work life balance
- Creativity and innovation require new ways of thinking
- Staff need to develop new skills as organisations evolve

A further challenge in the UK is that productivity lags well behind the US, France, Germany and Italy.

WANT TO FAST TRACK TALENT? READ ON

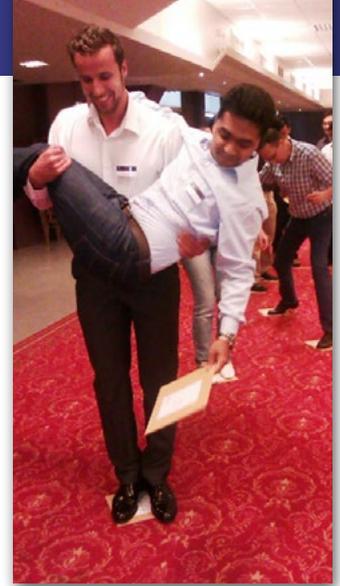
At a time when it's more difficult than ever to recruit and retain employees, it makes sense to invest in the people already in your organisation.

WHY?

- They already understand your organisation and its values
- They're looking for job security and promotion prospects – if you don't invest in them, you may lose them
- They will become more engaged with your organisation, improving productivity
- They will be more loyal, more effective and more dedicated leaders
- They will develop a creative, innovative approach that will help your organisation to succeed
- They will, in turn, mentor other people in your organisation

OUR YOUNG TALENT PROGRAMME

- Challenges attitudes and behaviours – embedding lifelong changes of habits to accelerate career progression
- Offers the opportunity to identify and address personal areas for growth
- Improves effectiveness - participants become more productive, engaged and impactful with those they work with
- Unearths personal strengths to maximise effectiveness
- Introduces useful tools and procedures for use in the workplace
- Results in engagement with the organisation's business ethos, values and purpose
- Uses real-life case studies and business-based group discussions
- Works with 'stories' and metaphors to deepen learning
- Introduces experiential learning activities to draw out key points and their practical application
- Includes optional accreditation with the Institute of Leadership and Management



WHAT DOES IT LOOK LIKE?

We offer a tailored and blended programme of workshops with follow-up 1 to 1 coaching as well as involving directors and line managers, private reading and support from in-house mentors.

- Three residential workshops, each of 3 days with a gap of 4 months between the workshops
- 1 to 1 coaching after each module to help participants implement the learning
- Pre-work and follow up work designed to involve the line managers and HR

MODULE 1

PERSONAL EFFECTIVENESS

- This module challenges attitudes and behaviours and is aimed at helping participants become more effective in their approach to their work and lives by embedding long lasting change. Topics include personal effectiveness; flexible mindsets; continuous learning; personal visioning; creating new habits and using time effectively

MODULE 2

INTER-PERSONAL EFFECTIVENESS AND TEAM DYNAMICS

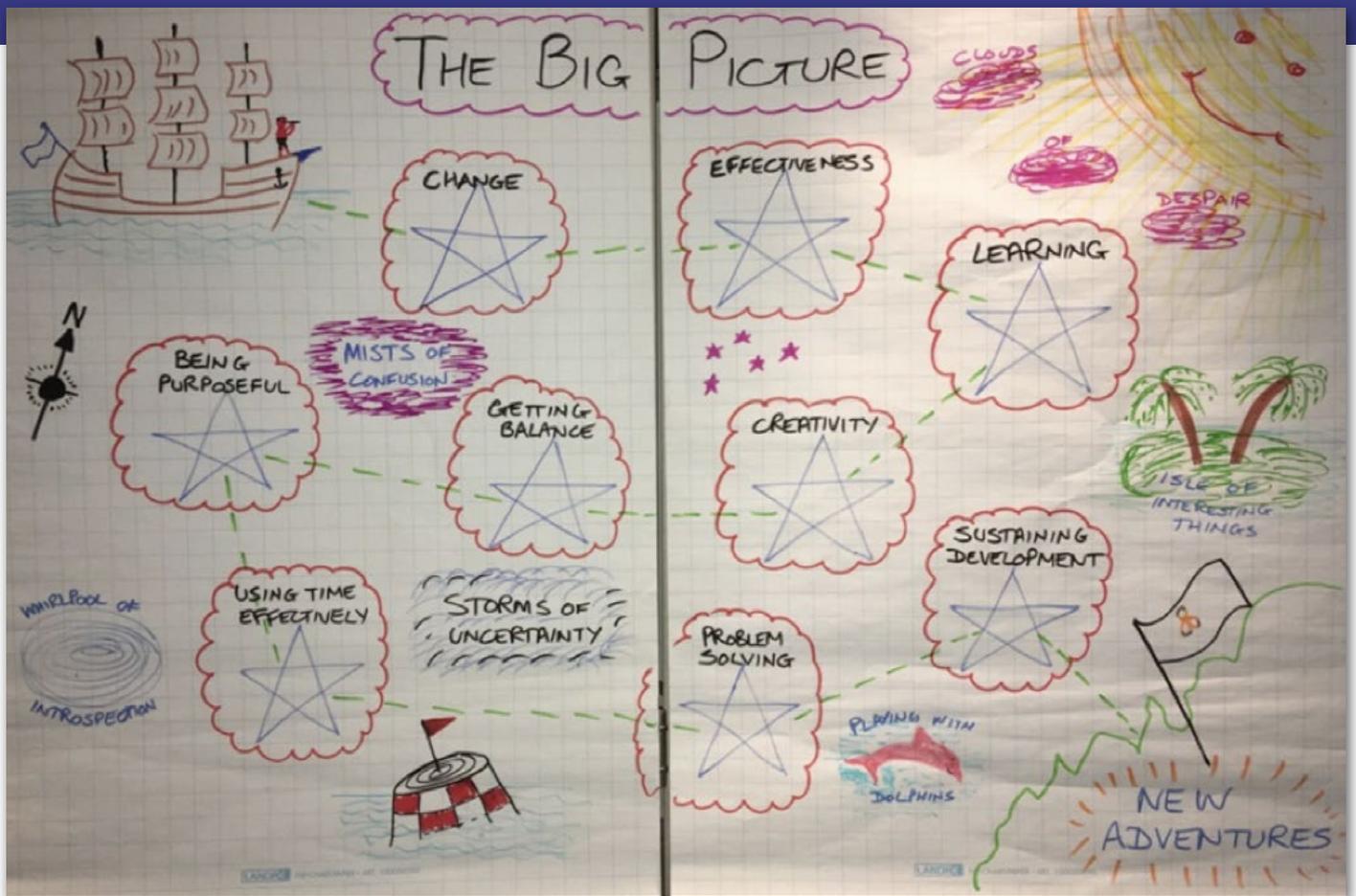
- This module moves from personal to inter-personal effectiveness and from self-awareness to team-awareness and how a greater level of performance can be achieved by working well with others. We cover topics such as building trust, emotional intelligence, motivation, influencing, delegating, effective listening and handling difficult situations.

MODULE 3

STRATEGIC THINKING AND PROBLEM SOLVING

- Building on previous modules, participants learn further essential skills such as creative and strategic thinking. We introduce a range of ways to think creatively and strategically and an overall process with tools to create and implement a strategy. The participants apply the knowledge gained by working through a series of real business cases and presenting their results to senior executives.





WHO WE ARE

The Learning Corporation LLP was created in 1993. We are a pan-European firm of qualified leadership and business coaches and master facilitators, experienced with facilitating multi-national groups.

We have extensive business experience across a wide range of industries from finance and high technology to the public sector and across many geographies. Over the last 11 years we have designed and delivered Young Talent Programmes for two international companies. These pragmatic programmes have been fundamental in building cross country and department networking by bringing talent together from global offices.

More information about us can be found on:

www.learningcorporation.co.uk and www.coachingknowhow.com

FOR AN INTRODUCTORY MEETING PLEASE CONTACT

Rachel Slough on **+44(0)7985 594671** or at **rachel@learningcorporation.co.uk**
 Richard Fox on **+44(0)1483 454039** or at **richard@learningcorporation.co.uk**

PARTICIPANTS

Participants tell us that our approach is different from anything else they have attended, and has had a long-lasting impact on their professional lives.

“The Talent Programme was an excellent, well-developed programme. I now realise more than ever that I am not what happened to me, but I am what I choose to become. The programme gave me a better perception of myself, the team I work in, inter-cultural differences and leadership.”
BP – The Netherlands.

“The programme offered me a platform and support to meet talents around the world, enabling us to build strong relationships with each other.”
SA – Bahrain.