

Aligning Talent

➤ **By nurturing and activating the full potential of the talent in your teams, you invest in one of your organisation's biggest competitive advantages.**

Approach:

Future focused, manager owned, pragmatic, holistic, effective.

- With strategy as the focus, we define the capabilities the organisation will need to deliver on it.
- Managers are key to developing and retaining talent so this exercise places them front and centre stage.
- We go beyond training - this is a tactic, not a strategy in itself.

Does this sound like you?

"Do we have the capabilities needed to be successful not just today, but tomorrow?"

"Our performance as a team isn't where it needs to be. We're losing ground. How do we step up?"

"How do we continue to be able to attract and retain the right talent in our organisation?"

How we can support you:

- Capability development
- Curriculum / academy development
- Talent development processes
- Learning culture initiatives
- Diversity & Inclusion
- Team development
- Conference, workshop & event design

Why work with Learn To Grow?

➤ Christina is an ex Head of Talent and Learning at one of the world's largest organisations. She has over a decade of experience in designing and leading organisational development initiatives. She's also a life-long fan of learning herself.

About



➤ Christina Taylor is an Organisational Development practitioner with over 15 years of experience in Strategy Development, Learning, Talent and Change Management working with multi-national organisations across a range of sectors.

Christina has a passion for helping organisations grow through a more people-centric approach to strategy and change. She believes that people are the biggest differentiator for any organisation in today's work environment and partners with leaders to help them unlock the full potential of their business.

Accreditations:

Chartered Member of the CIPD with an Advanced Award in Organisation Development and Design; Certified Change Management Practitioner (PROSCI®); Certified FIRO-B Practitioner.; Bachelor of Business Administration



An example of our work



The Client:

A global provider in consumer packaging, industrial products, and packaging supply chain services.

The Brief:

Support the organisation in moving towards a learning organisation. Reset expectations about different roles & responsibilities across the organisation in line with the business strategy. Build Line Manager capability in talent development. Gain clarity of talent pipeline & identify key development opportunities at an individual level.

The Approach:

- **Future focused** - developed competency frameworks that focused on the future direction and ambition of the functions, creating language that helped people see the road ahead for the business and their own role.
- **Manager owned** - strong involvement of managers throughout the process created a sense of ownership, enabled them to conduct quality development conversations and empowered them to own the development of their people.
- **Holistic** - included functional/technical skills, leadership skills, behaviours and mindsets in the framework. Connected the tools to existing talent processes in the business and helped managers connect the dots.
- **Effective** - by tying the assessment phase into the talent management cycle, we improved the quality of the input to talent reviews and provide clear actionable steps for managers and employees for their development.

The Work:

- Carried out team specific diagnostic to understand key challenges and key skills gaps.
- Worked with leaders to reset role expectations, connect team & individual goals to organizational strategy & defined core skills needed for the future success of the business.
- Developed & deployed functional competency frameworks for a number of different functions as part of a co-creation exercise with the teams.
- Upskilled managers in assessing skills, holding development, performance & career conversations & building individual development plans.
- Carried out Talent Reviews for high potential talent as input to the corporate talent pipeline reviews.

What the client had to say:



"Christina is consistently great at partnering with Business and Functional teams to drive focus and energy on the critical deliverables. She is additionally a highly skilled talent development individual with an ability to lead programmes on capability building and breakthrough talent strategies for leadership and functional populations. "

Andy Parton – Mars

Find out about how we support clients in the area of Strategy and Change:

www.learntogrow.co.uk