

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. And time."

"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 specialist with almost 15 years of experience in Learning & Development, Talent and Change Management. Christina has a huge passion for helping organisations grow by having strategic focus on their people – because people are the biggest differentiator for any organisation in today's work environment.

Christina has worked with organisations in the retail, consumer goods, financial services, travel, manufacturing and non-profit sector.

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. (Sales, Finance, Technology & Development, Supply Chain)
- Upskilled managers in assessing skills, holding development 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 has become a vital piece of our organizational change efforts. She brings stand-alone expertise conceiving, developing, and implementing projects which deliver step-change improvement of our human capital management. She brings a robust methodology combined with an intuitive understanding for getting things done and people 'on board'. Her ability to lay out and execute complex organizational change projects is second-to-none."

Brian Sharp – Sonoco

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

www.learntogrow.co.uk