

Futurestate Talent Development

Would you like to double the contribution of your team?

The art and science of talent development.

We live in interesting times. The current uncertainties within the business environment require organisations to be flexible, resourceful and innovative. This means that the people within organisations need to exhibit these same characteristics. Most, if not all organisations underutilise the assets at their disposal. None more so than human capability. How do we know this?

We have asked over 350 organisations in Scotland what percentage of workforce potential do they currently tap into. The average answer is less than 40%.

Just think if this could be lifted to 50%, what difference would this make to organisational performance? It would far exceed improvement levels found in programmes such as six sigma and lean thinking and in fact it would help to ensure greater success in the instigation of such programmes!

So how do you raise the performance bar?

Well first you need to ask the question, "where does performance stem from?"

Two chief ingredients come together in the 'performance' recipe:

1. Individual Talent – What a person knows, the skills they can utilise, their motivations and how they combine these to create value for the organisation they work in
2. Organisational Need - The second ingredient belongs to the organisation. This is a clear articulation of the needs of the organisation from the individual. This will differ depending on the maturity of the relationship between employee and organisation. For example a new start graduate will not be expected to be performing in the same way as an experienced person who has been with the business for a number of years.

- **80 % of the Fortune 500 Companies in the USA have recognised the benefits of this programme**
- **A programme originated in Harvard with 30 years of continuous research.**
- **Fact: More satisfied, valued employees means a more profitable organisation**
- **Recent clients include Babcock, Vets Now, Axis Shield, Whyte & McKay and Microsoft.**



Andy Burrows



Having designed and delivered Leadership Programmes to over 750 executives over the years, Andy is qualified and licensed to use a range of world leading management and talent development tools. He is a proven coach to Managing Directors and board level executives across a vast array of client sectors.

Ian Fraser



With over 20 years of experience managing the delivery of IT Services at board level, Ian has a wealth of knowledge to offer. He is ITIL Certified and is also a PRINCE2 Practitioner. He prides himself in delivering the best possible services with the best solution.

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Talent Development



There is a specific challenge when it comes to the skilled technicians and technical experts within a business. These people will know their field and be able to deliver results within a well defined but fairly narrow scope. They often believe they are meeting the expectations of the organisation. However, these people have sufficient knowledge and experience that could and should enable them to take a broader perspective, get involved with project management, coaching, training or idea generation. By undertaking these roles to a greater degree, it is a fact that they will double their 'value add' to the organisation.

But no one ever articulates this. And quite often they never see it for themselves. Consequently a huge resource of talent goes underutilised.

Understanding and recognising that the needs, and indeed expectations, of an

organisation changes over time are a key factor in an individual's career development, this is very often missed. The mismatching of expectation between individual and organisation creates an environment for under performance.

If you are working in the same way now as you were 5 years ago, unless you are a leading expert in your field, it is highly unlikely you are now meeting the needs of your organisation. You are probably in what we call a career plateau. You will not be in the high performance zone.

The key to high performance is finding the match between an individual's talent and the organisational need. This must be reviewed on a regular basis. Our talent development programme provides a great springboard for this within your organisation.

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The Programme

1. On site briefing to participants and line managers to explain and gain buy in of the process and support required to gain success
2. Undertake an on line 360 feedback process which helps the individual to identify strengths, weaknesses and fatal flaws and to start to understand where the 'expectation' gap exists
3. Take part in a 1 day workshop covering the following
 - Identification of individual talent
 - Recognise the changing needs of your organisation
 - Identify when you are in the high performance zone and how to keep there
 - Receipt and one to one discussion of the 360 feedback report
 - How to avoid career stagnation
 - Development of a talent development plan
 - Receipt of two detailed workbooks
4. 1 month's email coaching support to help implement talent development plan within the participant organisation

Cost

Cost for the above: £595 per person excluding VAT