

MOSAIC

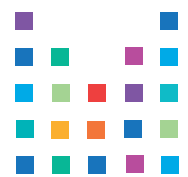
THE ART OF TALENT LEADERSHIP™



Employees are a company's most important assets. But changing demographics and market influences have created a gap in available talent. **Attracting and retaining excellent employees** has become a mission-critical goal for organizations of all sizes and in all industries.



While new technology and enhanced HR processes are enablers of successful talent management, where does the accountability for talent leadership reside? **Individual managers and leaders are essential to winning the talent war.** And to be successful, managers must fully understand and embrace their role as talent leaders in the areas of attracting, retaining and transitioning employees.



Consider some of the complex challenges facing managers today:



Maintaining a constant pool of **qualified** candidates for critical positions across the organization



Ensuring position requirements are scoped deeply enough to put the **right** person in the **right** job



Providing **targeted** development and training to challenge employees and prepare them for the transforming needs of the company



Aligning employees with corporate strategy so that they feel **engaged** and **informed** about the company's future



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THE ART OF TALENT LEADERSHIP™

Mosaic: The Art of Talent Leadership™ is a dynamic discovery learning program designed to make a difference in the battle for the best.

Targeted to supervisors, managers and leaders responsible for developing people, Mosaic guides participants through the many issues and challenges of talent leadership, helps them understand why their role as talent leaders is so critical, and allows them to discover ways to best fulfill this role for the organization. An engaging case study, thought-provoking team exercises and a colorful Discovery Map® are used as integrated tools to promote learning.

Program Overview

Vibrantly illustrated table-sized Discovery Maps® create the visual foundation for a three-to-four-hour learning experience. Small teams of three employees analyze compelling case studies and navigate challenging exercises as they learn about the current talent landscape and explore a manager's accountability areas. Robust learner guides include such on-the-job tools like best-practice cards and critical-thinking guides.

During the program, managers complete self-inventories in each accountability area and develop a



Talent Leadership Action Plan with concrete actions they can take back and implement in their departments.

Talent Leadership Accountabilities

During this fast-paced discovery learning experience, managers explore three overall areas of talent leadership and their specific accountabilities within each of these areas:

■ Attracting Employees

- Sourcing – Finding or creating a qualified pool of candidates for current or future positions
- Hiring – Making decisions to get the right people into the right jobs
- Onboarding – Getting new employees comfortable, connected and productive

■ Retaining Employees

- Managing – Providing effective day-to-day supervision, feedback and reinforcement
- Engaging – Keeping employees connected and enthused about the organization
- Developing – Providing opportunities to increase employees' skill and abilities

■ Transitioning Employees

- Expanding – Seeking or creating new intra- and/or interdepartmental roles and responsibilities
- Transferring – Networking to export or import talent for the good of the organization
- Letting Go – Ending a working relationship with an employee

Learning Objectives

Upon completion of Mosaic, participants will be able to:

- Articulate the internal and external drivers of the talent development “crisis” and the specific drivers impacting their own organizations.

- Explain the three overall talent leadership responsibilities as well as a manager’s specific accountabilities within each of these areas.
- Embrace the attracting, retaining and transitioning of organizational talent as key to their success as leaders.
- Demonstrate an enhanced willingness and ability, as a talent leader, to network with other managers and departments.
- Commit to a personal action plan designed to increase success with talent development and management activities.



Proof in the Numbers

- There will be more than 10 million vacant jobs in the United States by 2010.
- One-third of new employees begin job hunting on the first day of a new job.
- Hiring or selection mistakes account for 80% of employee turnover.
- In the United States, 22.5 million organizations are underperforming and unengaged, costing an average of \$13,000 per employee in yearly productivity losses.
- By 2011, 76 million baby boomers will have retired, making it critical for United States companies to develop and manage a global workforce.

Uses

■ Consider using the Mosaic program as:

- An essential component of your organization's leadership development curriculum
- A dynamic session in your next management meeting
- Deployed selectively to groups of managers needing assistance to impact talent acquisition and retention

Delivering Mosaic In Your Organization

We'll Do It For You

Our experienced facilitators can conduct on-site Mosaic sessions.

We'll Train Your Trainers

Your own in-house facilitators can be trained and fully equipped to deliver Mosaic.

We'll Customize Mosaic

Our team of instructional designers and consultants will work with you to customize models, exercises and other powerful learning activities that will connect to your company's specific talent leadership issues and initiatives.

Paradigm Learning provides a variety of customization options for tailoring the Mosaic program to your specific needs.

In addition, you can choose your training delivery option. We can train your in-house facilitators or provide experienced discovery learning facilitators to conduct your sessions.



Why Discovery Learning Works

Discovery learning is a proven training methodology that allows small teams of learners to explore important issues together in an engaging, fast-paced session. Techniques used in Paradigm Learning's discovery learning programs ensure that:

- Training time is condensed.
- Sessions are fun and energizing.
- Participants absorb knowledge through active participation.
- Organization-specific issues are integrated.
- Sessions are highly customizable.
- Retention is high.

Call now to learn more about how you can give your managers the tools they need to become excellent talent leaders.



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