

Developing Talent



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Agenda

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- What challenges did we face?
- What solution did we implement?
- What were our results?
- Looking towards the future



Challenges

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- Appropriate scope
- Selecting the right participants
- Overcoming internal resistance

Overcoming our challenges: *Progresa*

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- Selection based on meritocracy
- Demonstrating value
- Mid-long term risk of not identifying and developing talent

Our solution

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- Competency development
- Project implementation
- Personal growth
- Knowledge sharing



Competency development

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- Pre-work: Online
 - Concept understanding
 - Assessment
- Deep dives: face-to-face
- Post: Individual plan



Our solution

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- Competency development
- Real project to implement
- Personal growth
- Sharing knowledge



Personal growth

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- Identify key areas
- Ongoing mentoring to help individual achieve growth.
- Key aspect:
 - Self reporting
 - Signed by mentor



Knowledge sharing

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A transforamative experience

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Our harvest

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- Projects being implemented
- Promotions
- One year later...



Looking towards the future

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Discussion



Thank you

