

## RATIONALE

People development is not an HR function, it's the responsibility of each manager managing people!



However, this skill is not a natural core competence of managers and still it contributes massively to the monetary success of any company.

Therefore, equip you managers in a **short & powerful Evolutiv workshop** in how to unleash the potential that is in their team!

**SIMTalent** supports your managers in all hierarchies in grasping the essential success factors of people development. Supported by a hands-on reflection manual the delegates transfer all learnings directly to their own real-life team. Your managers leave the training with a solid action plan on how untap the enormous potential that is in their team.

The **Talent Development** simulation supports your managers in identifying, developing, retaining and deploying those employees who add maximum value to the future of your organization.

Delegates of **SimTalent** have the opportunity to:

- lead & develop a team of individuals, all varying in profile and performance;
- evaluate their individual strengths and gaps
- analyze their team structure
- make hiring decisions
- set up individual development plans
- decide where to invest time & budget to bring their team forward.

The teams in the simulation have real challenges mimicking business reality and participants will experience the impact of their decisions on motivation, competition, retention risk & budget.

## SimTalent is a one-day simulation on the crucial elements and impact factors of Talent Development.

### OBJECTIVE

Is to win the race for talent and propel your performance

**SimTalent** enables participants to tune up their talent engine and learn how to identify, attract and retain high performers.

**SimTalent** is a **Talent Simulation Board Game** that brings the key aspects of talent management to life in a fun and interactive way.

**SimTalent** allows participants to compete in teams to make talent assessment and development choices to optimise talent ROI over several business periods.

Mimicking real life tasks the participants are able to evaluate each team member based on his / her pre-defined personality / task profile, promote selected team members to new positions & responsibilities and also develop a solid succession plan for the team members and the team leader as well.

The simulation not only brings **Talent Management** to life, but cements the business rationale for investing in talent development and succession planning. Instead of boring powerpoint slides and templates, SimTalent makes learning fun and makes it stick.

Matched and aligned with end to end talent strategy eg.

- attract,
- develop,
- engage,
- deploy and
- retain but most significantly
- leverage so that it impacts organization's share value in start-up, turnaround, fast growth and or M&A competitive context.

TARGET GROUP	LEARNING TARGETS & TOPICS	DURATION
<ul style="list-style-type: none"> <li>▪ Manager &amp; future manager</li> </ul>	<ul style="list-style-type: none"> <li>▪ Talent development/ human resource management, talent development &amp; succession planning</li> <li>▪ Systemic effects of decisions (member – total team – organization)</li> <li>▪ staff appraisals (feedback, development, severance discussions, motivation, team structure)</li> </ul>	1 day



