

FRIDAY

TALENT

FUNDAMENTALS

INTRODUCTION

Working with talent is vital to have a few fundamentals explaining what you mean by 'talent' and how you want to work with it as a company.

Talent is not one thing to all companies, because contextual factors plays a big role when defining and developing talent.

Therefore, every company must do their homework and define what their fundamentals are, so that everyone across the company understands it and can act on it consistently and with the desired impact.

In this tool you'll get an example of what such talent fundamentals could look like, as a starting point of decoding the ones that works in your unique company context.

STEP 1

- Educate yourself in the talent fundamentals and what they could and should mean in your company context.
- Include as many as possible in these discussions and see the movement in a more talent-driven direction as high priority for all leaders to lead and pay attention to in everything they do. Let them define what the talent fundamentals could and should be in your unique context.

STEP 2

- Define talent fundamental headlines and an explanation laying out what the individual fundamental is all about.
- The explanations should be as concrete as possible and have a bit of edge to it, so that they are memorable and able to put into action.

STEP 3

- Have a dedicated team of people with the responsibility of collecting the inputs and turning those into a first draft of your talent fundamentals. They report to the board and senior leadership team.
- Test out the conclusions from the team in every business area, making sure that everyone is part of the process and have an important role in the ongoing process.

TALENT FUNDAMENTALS WE USE

TALENT IS SOMETHING YOU DO

Innate abilities matter and are important, but what matters more is what you do with it. Talent becomes valuable when it is linked to real impact and that can only happen through conscious and consistent action over time. For this to happen a talented environment is required as well as superb leadership.

TALENT IS FOR THE WORLD – NOT JUST IN THE WORLD

Our talent philosophy is more than just developing the individual and also about how that individual is contribution to other people and the world around. Talent is not only defined by how you individually progress and develop – but also how you inspire, help and impact the surroundings.

YOUR JOB IS NOT YOUR JOB

Many people see their job as the role they have in the company. The FRIDAY approach is a bit different, because we don't see your role as your job. Instead, your real job is helping achieve the purpose of the company rather than what you do. A true talent is focused on the end goal and play for the logo – not the ego.

ONE SIZE FITS ONE

We are not all the same and developing talent is actually not about changing people but instead it is about helping them being who they really are and want to be. If we insist on being highly curious about each individual and give them the opportunities to be themselves the chances of something good happening will increase dramatically.

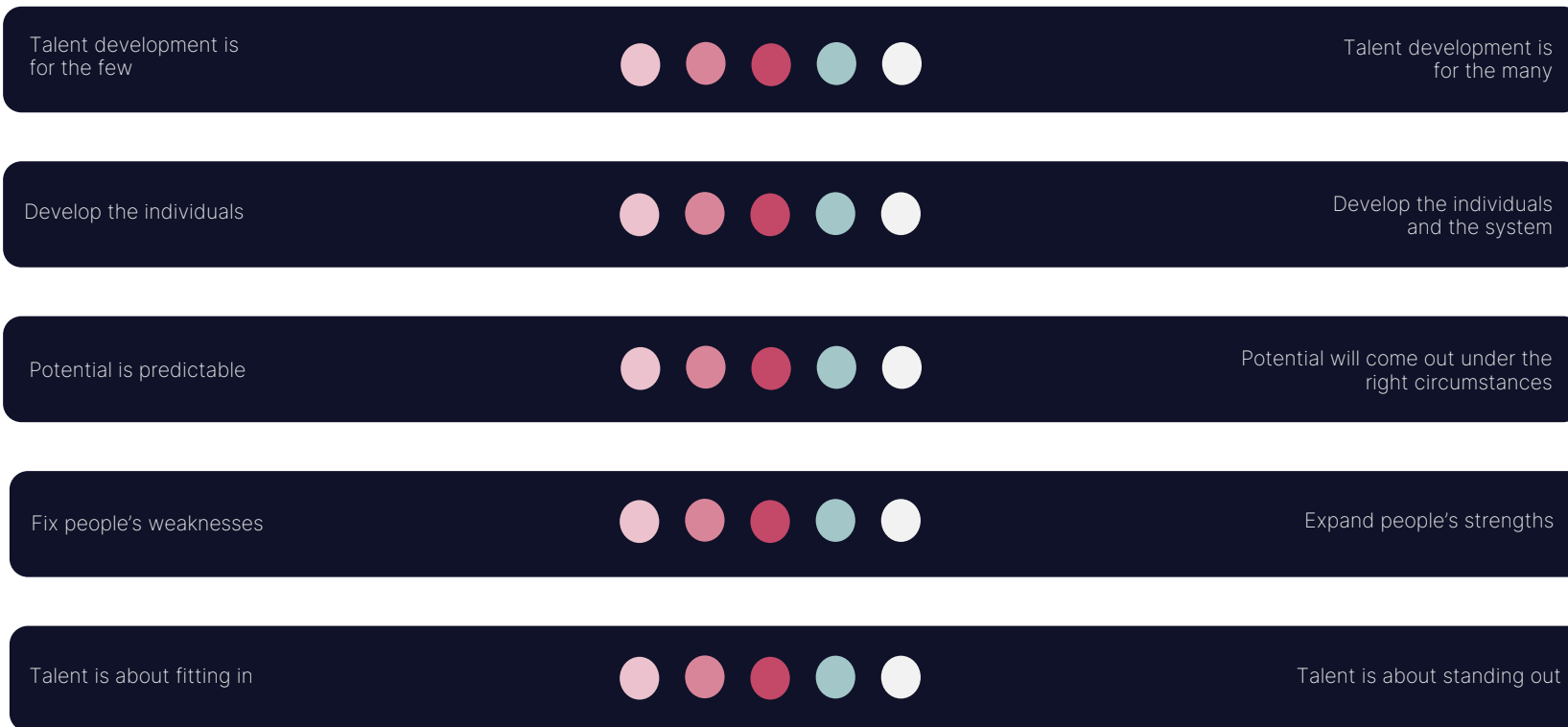
NOBODY IS BETTER THAN EVERYBODY

While being serious about individuals, it is also very important to understand that most great work is done in teams of people. We all rely on other people, we get inspired by other people and we create great work in close collaboration with other people. The individual genius is often overrated and the collected efforts of great teams is often the key to excellent talent development.

YOU DON'T GET GREAT BY STUDYING BAD

Talent is not just defined by what you are truly good at, but also what you are really energized by. If we only study the gaps of people, we will miss the whole point of potential and what they are able to do under the right circumstances. If we want to develop talent, we have to be students of talent.

WHAT IS OUR CURRENT TALENT REALITY?



FRIDAY

MAKING BUSINESS USEFUL

In the business of making
business useful.

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