

**HOW IS YOUR
TALENT
ENVIRONMENT?**

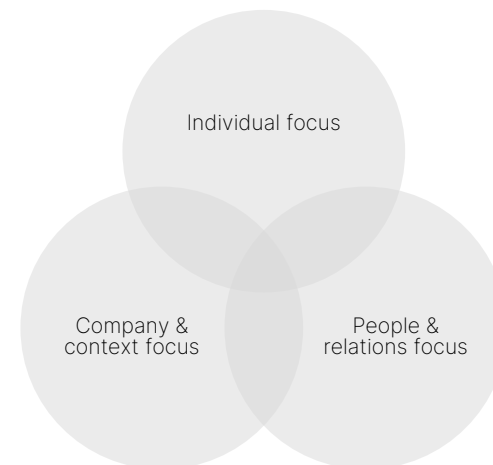
BUILD THE ENVIRONMENT AND NOT JUST INDIVIDUALS

Historically talent has primarily been understood as something related to an individual and to a certain degree as something fairly fixed.

Today, the research is much more clear on how to understand and develop talent, and talent is understood in a way more contextual and systemic way.

Talent is not fixed and the context you are part of plays a key role in your development, so don't overly focus on 'fixing' the individual, but instead look at how the uniqueness of the individual and the context you are in are supporting each other (or not).

Excellent talent development is very much about developing an environment that allows many people to flourish and develop their potential, instead of thinking that we can pick 'the few winners of tomorrow' because that isn't the case. Always have a broad and contextual outlook on talent supporting the individuals, creating a trusting and safe environment in teams and relations and take responsibility for how all the parts of the talent environment are connected and supporting each other.



WHAT THE STATE OF YOUR CURRENT TALENT ENVIRONMENT?

HOLISTIC

Development of people and not roles or titles, taking a holistic and broad approach to talent development.

IMPACT FOCUSED

Clearly defined impact objectives that all activities are build upon and moving towards our purpose and strategy.

SUPPORTIVE DEVELOPMENT

Structured development opportunities through supportive peer development communities regardless of current level.

ROLEMODELS

A culture of consistent access to knowledge, support and guidance across all levels.

CONSISTENCY

Clear consistency between what is being said and done – and coherent talent activities without inconsistencies.

TALENT LEADERSHIP

Company leaders are trained, supported and measured on their level of talent impact.

BALANCED DEVELOPMENT

A deliberate mix between developing strengths and paying attention to weaknesses.

UNITY

A talent environment that is also much about trusting teams and relations and not just talent seen as individuals.

Do we have a people first approach in our development efforts?

LOW DEGREE

HIGH DEGREE



Do we have very clear talent impact objectives we follow in everything?

LOW DEGREE

HIGH DEGREE



Do we have a structured and deliberate supportive environment for talent development?

LOW DEGREE

HIGH DEGREE



Do we have a strong and low hierarchical culture of rolemodeling?

LOW DEGREE

HIGH DEGREE



Do we have clear consistency across all our talent activities?

LOW DEGREE

HIGH DEGREE



Do we have high-end training and an impactful talent leadership culture?

LOW DEGREE

HIGH DEGREE



Do we actually develop the talents of people and not fixing their weaknesses?

LOW DEGREE

HIGH DEGREE



Do we build and preserve talent cultures and not just talented individuals?

LOW DEGREE

HIGH DEGREE



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