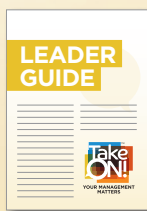


AT A GLANCE:



# M BUILDING POTENTIAL



## WHAT'S THIS THEME ABOUT?

People development is more than training or a twice-yearly appraisal. People development is about identifying, supporting and nurturing those who have the desire to go further. People development is a team activity - the person, their manager, and the company. It requires time and commitment, but the rewards are worth it!

## WHY IS THIS IMPORTANT?

**“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies” - Larry Bossidy**

When you feed, water and prune a tree, the chances are it will grow and flourish. If however, you plant the tree and then leave it, you had better cross your fingers that the roots can find water and it has the strength to survive.

The same is true with people at work. We want our people to flourish and grow their careers with our company. A healthy team has people who want to better themselves and move up.

This Management Matters theme helps managers identify the potential and will to grow in their people. It then helps them to plan and support the ongoing development of their talent pool.

## IDEAL OUTCOMES

**‘Building Potential’ is about your management team knowing:**

- The career goals and aspirations of their team members
- How to set tasks and assignments that inspire and push people higher
- How to find career development support through the company
- How to guide people who have the will to go further

**‘Building Potential’ is about your management team being able to:**

- Uncover the strengths and motivations of their team
- Challenge people to realise their talent and potential
- Identify who is willing to step up
- Inspire and support people to pursue their career aspirations

CONVERSATION SHAPER

