



# Emerging Talent

**We create the capacity for all our organisations to learn, to adapt and to grow.**

## Seeing the person not the stereotype

Each new generation enters a working world created by previous generations and are expected to fit in and conform. But this rising generation face a working future very different from the one that created the majority of current organisations. Things are changing radically in the labour market, in our economy and in society and this new talent will have to lead us through those changes.

Much effort has gone into attempting to categorise the waves of new entrants into the labour market (millennials, gen Y, iGen etc.). In a global labour market, where cultural differences mix with a wide range of educational and intellectual traditions, we need to move on from stereotyping age-groups, to working with individuals, enabling them to shape their own future and the future of our organisations. We need to focus on nurturing and harnessing the talents of each person. We need to provide them with employment and development opportunities in organisations whose purpose, culture and commitments demonstrate that they are organisations worth working for. Ultimately the rising generation of talent want the same things we have all always wanted; to belong, to feel valued, to be challenged and to grow.



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## Our view

We believe that people will live up to our expectations of them. Believing that people are **well-intentioned** and **brilliant** will drive us to create the conditions most likely to inspire them to perform at their best.

We also believe that what most young talent needs is **personal development** to complement their academic experience and professional training. Our personal development programmes focus on **attitudes, behaviours, mindsets and values**.

Put simply, personal development helps individuals focus on the **meta-skills** they need to help them to use their intellectual and practical capabilities effectively.

**The approach must be based on Business Action Learning and, at the heart of the program, there will be a current, real and compelling business.**





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## How Can We Help You?

We can move young talent to engage and perform

Organisations can only move if their people move. It's obvious. That's what people development strategy is all about. Harnessing the talents and energy of young talent is about moving them to act. But moving people isn't easy. If it was, then giving new entrants a reading list and asking them to watch some experts talk on video about 'what's needed' or 'what to do' would be enough. Our collective experience tells us that it isn't that simple.

Moving people means engaging with **meaning**, with **values**, with **motives**, and with **conscience**.

Only then will learning new **skills**, gaining insights and acquiring **knowledge** be useful, relevant and effective. And most of all **applied**.

Only then will we be able to build new mindsets and instill collaborative behaviours. Your people will become **active learners**, able to use what they know and have learned to move their performance forward.

## Recent emerging talent stories

### Raytheon

A 2-year, multi-modular development programme for the rising generation of leaders running alongside technical training.

*'An amazing experience that has really helped me build my career from this early stage'*

Participant

### facebook.

*"The goal is to work toward a world where expectations are not set by the stereotypes that hold us back, but by our personal passion, talents and interests."*

Sheryl Sandberg, CCO, Facebook

## Recent clients



## Recent awards



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