RANDALL THACKER LLC
STRATEGY & LEADERSHIP

Assessing, Recruiting, and Retaining Team Talent

Duration	Audience
1 to 2-hour	Emerging Leader New Leader Middle Manager Senior Leader

About This Course

This course focuses on developing talent management and team leadership skills. Participants will learn how to assess team competencies, recruit effectively, provide growth opportunities, and engage employees to improve retention.

Topics Included

- The 3 key pillars of talent management
- Assessing core competencies, technical skills and functional background needed for a role
- Recruiting strategies and effective evaluation of candidates
- Strategies for increasing employee retention
- Teambuilding strategies

Training Approach

- Instructor-led
- Individual/group exercise
- Self-reflection

Skills Learned/ Outcomes

- Assess team competencies, strengths, and styles needed to achieve vision and goals
- Identify recruiting strategies tailored to your team's specific needs
- How to create on-the-job opportunities for talent development and coaching
- Apply best practices to increase employee retention through effective engagement

Course offerings:

We offer a wide range of training programs for leaders and teams to strengthen capabilities, enhance collaboration, and drive organizational success

Communication
Prioritizing and Communicating Goals, Roles & Responsibilities
Communicating Across Generations

Team Performance
Motivating and Inspiring Team
Contributions and Success
Ensuring Team Accountability for Consistent Performance
Leveraging Your Team's Diverse Talents and Strengths
Inspiring, Motivating, and Guiding Team to Achieve Org. Goals
Fostering Strong Collaboration and Managing Conflict for Productive Outcomes

Productivity and Efficiency
Effectively Managing Workload

Leadership Quality
Inspiring Mission-Driven Work in Direct Reports
Learning & Applying Situational Leadership
Empathy-Based Leadership
Increasing Emotional Intelligence, Leadership Presence, and Personal Integrity
Being Visionary & Strategic in Thinking and Execution
Cultivate Talent through Accountability, Empowerment, and Effective Delegation, Coaching, Feedback
Proactively Advancing Diversity, Equity, and Inclusion throughout the Organization
Leading & Influencing Change, Improvements, and Innovation

Recruiting and Onboarding
Assessing, Recruiting, and Retaining Team Talent

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