

## **A PLAYER SYSTEM STRATEGIC WORKFORCE DEVELOPMENT PLANNING**

In a Strategic Workforce Development Planning session, you will look at your team from a different perspective. Many high-growth executives think strategically in most parts of their business, but are reactive when it comes to talent. The Strategic Workforce Development Planning session is a half-day facilitated session with your executive team. We take a step back, think about your business strategically, and plan proactively for the future. The outcome will be alignment of your talent strategy with your business goals and aspirations.

The objectives of this session are to:

- Review your 3HAG (3 Year Highly Achievable Goals) and clarify your Key Initiatives (“Big Rocks”)
- Specify the skills and experiences needed on your team to accomplish those goals
- Identify people, process and technology gaps in your organization that impede growth
- Create a talent plan for the next 12-18 months

This exercise is powerful and provides an understanding as to which players on your team have the ability to grow professionally and help you scale. Having a plan in place will allow you to be more strategic and selective in your hiring and significantly reduce the risk of rushed or bad hires.