

DEVELOP & RETAIN

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# Mastering Talent

## Engagement: A Leaders Guide

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Lucinda DuToit, Diginer Inc.



# AGENDA

01

## Talent Engagement Cycle

A system to engage your talent.

02

## Culture

What all goes into building the culture of your organization.

03

## High Performance

Defining high performance talent.

04

## High Impact Engagement

Tool to help create high level of talent engagement.

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**Developed & Recognized Talent = Retained Talent**

# Talent Engagement Cycle



# COMPANY CULTURE

## STRATEGY

Organization goals

## SKILLS

Ability To Do the Work

## Talent

Interpersonal  
Thinking  
Results  
Emotional

## STRUCTURE

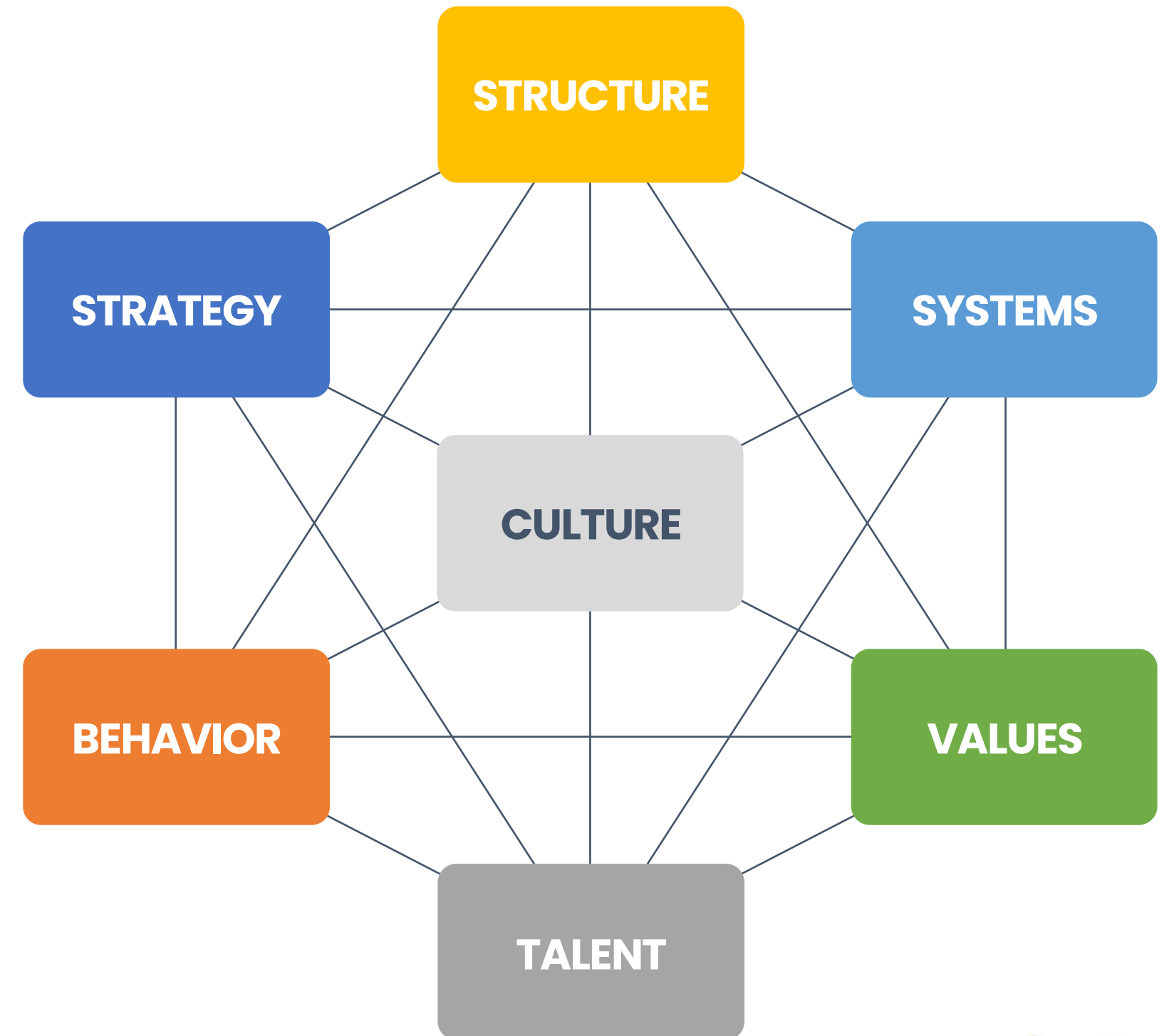
Performance  
Agile / Dynamic  
Collaborative / Team  
Conservative

## SYSTEMS

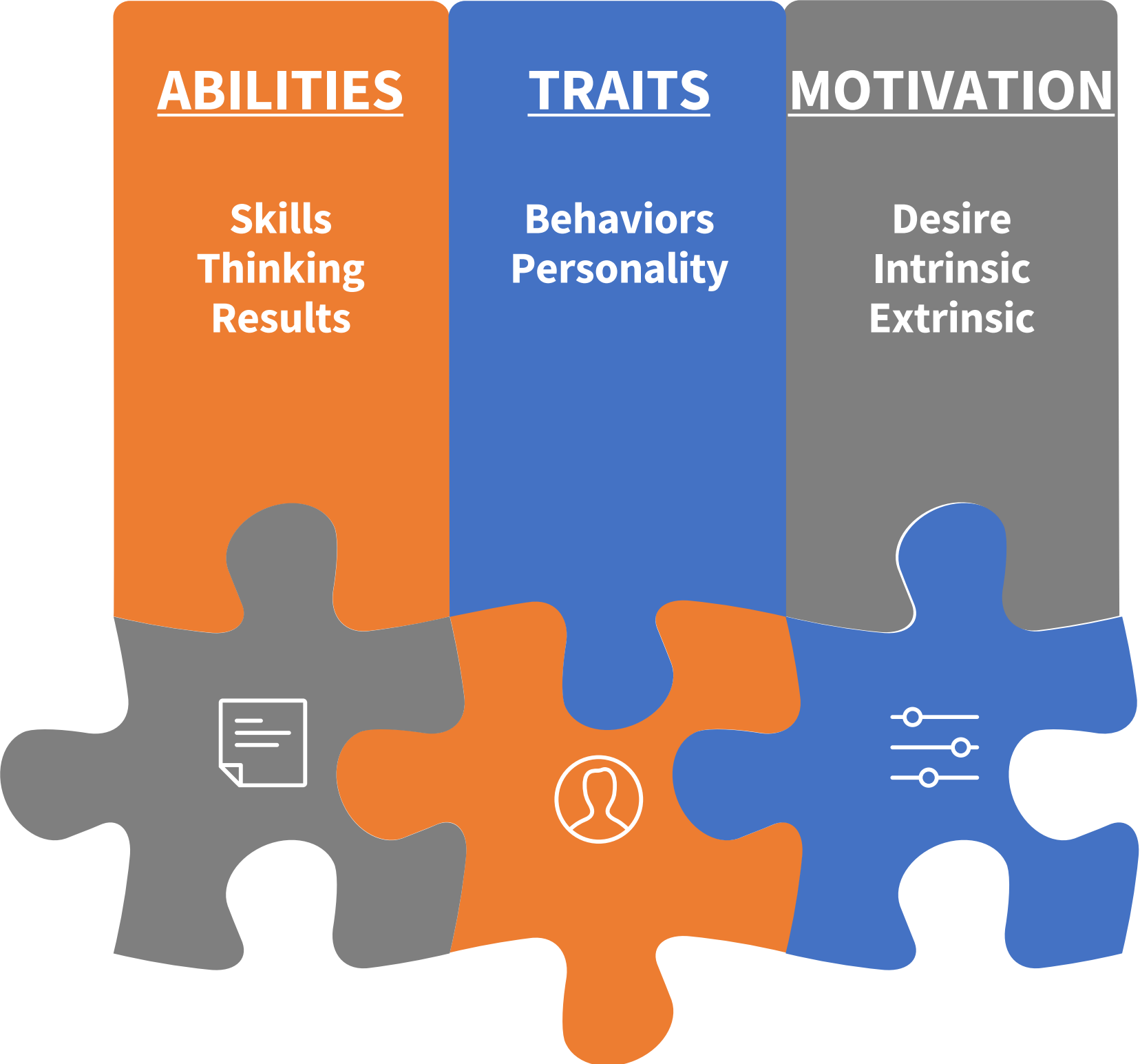
Tools  
Processes  
Technology  
Compensation etc

## Values

Company Core Values



# HIGH POTENTIAL



# 9 Box Definitions

<b>Potential</b>	<b><u>Unrealized Potential</u></b>  Develop Feedback / Assignments Manage Up	<b><u>Future Star</u></b>  Stretch / Develop Coach / Assignments Manage Up	<b><u>Future Leader</u></b>  Stretch / Mentor Delegate Responsibility Successor
	<b><u>Inconsistent Performer</u></b>  Develop Feedback / Observe Manage Up	<b><u>Key Performer</u></b>  Develop Feedback / Coach Manage Up	<b><u>High Impact Performer</u></b>  Stretch / Develop Coach / Projects Manage Up
	<b><u>Under Performer</u></b>  Bad Hire? / Counsel Manage Out	<b><u>Solid Professional</u></b>  Observe Feedback / Coach Manage Up or Out	<b><u>High Professional</u></b>  Develop Assignments / Learning Manage Up
	<b>Performance</b>		





# STAY INTERVIEWS

## 1:1 CONVERSATION

Scheduled outside of regular 1:1 cadence.

## PURPOSE DEFINED

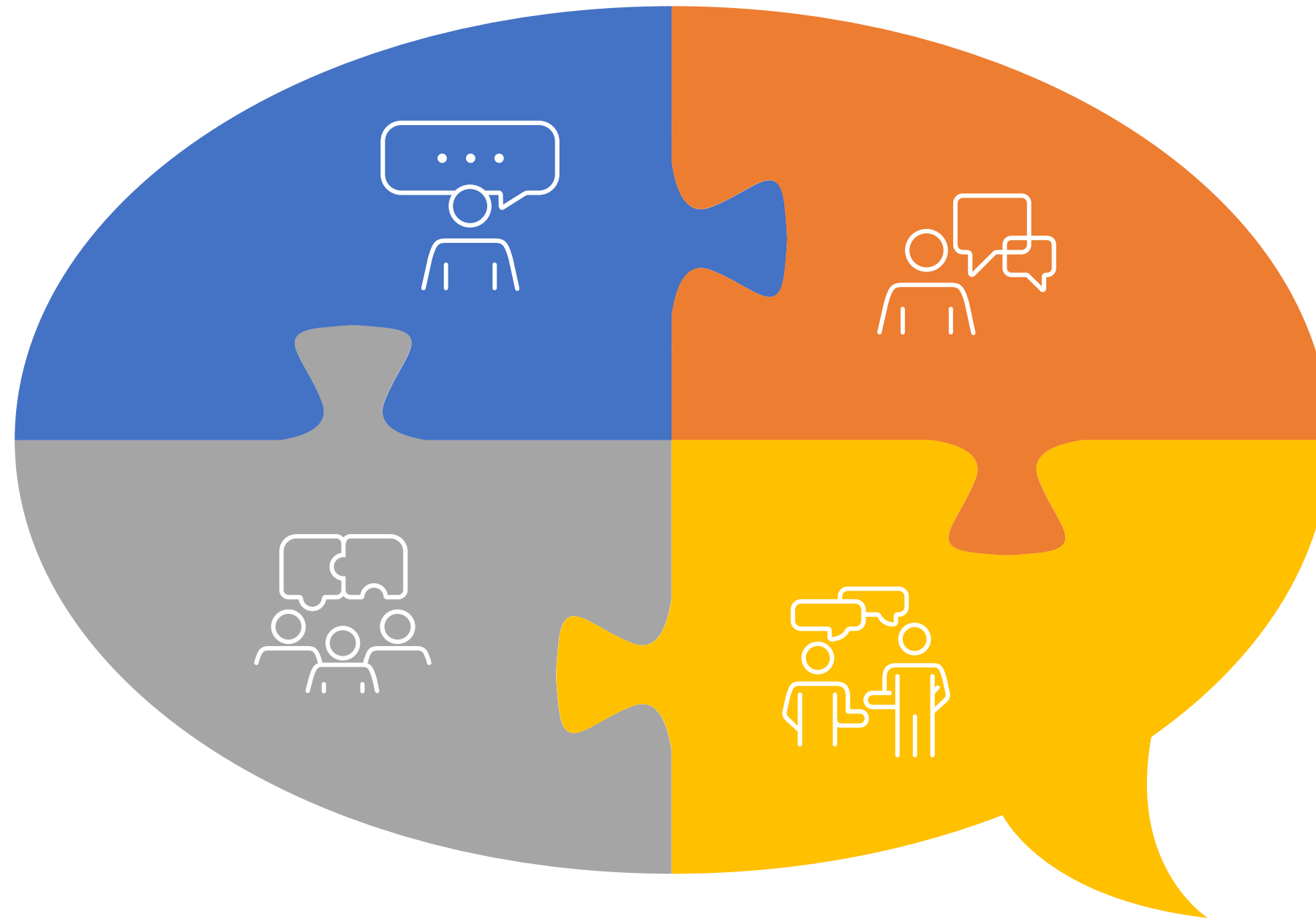
About talent engagement and doing their best work.

## LEARN MOTIVATIONS

Asking questions and listening.

## SCHEDULED

Schedule meeting cadence to continue discussion.



# STARTING QUESTIONS



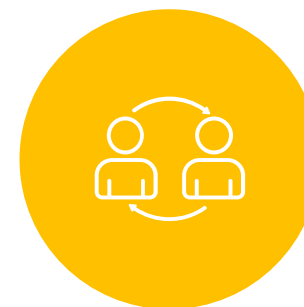
When you come to work each day, what things do you look forward to?



Do you feel you are doing your best work of your career? What would contribute to your best work of your career?



Are you learning here? Are you challenged? Are you able to provide solutions?



Do you feel your work makes a difference here?

# Additional Questions

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- Why do you stay here?
- When was the last time you thought about leaving our team? What prompted it?
- What can I do to make your experience at work better for you?



tech•talent™



inspire > hire > develop > retain

# Questions?

**DIGINEER**

**Ldutoit@digineer.com**