



# Wisdom of Management – Talent Development

**From 9.45am until 4.30pm on Wednesday 28<sup>th</sup> February**

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Are you at a point as a CEO or leader where you know more is needed to unlock the fuller potential of your organisation? Do you want to learn from fellow leaders how to develop and nurture talent within your company and create a sustainable culture of initiative and growth? Then please do join this Conversation on the Wisdom of Management - Talent Development.

During this discussion, you will learn from the experience of fellow leaders who have successfully built teams of high-performing individuals, exploring the 'mystery' of when it works and when it doesn't - and why.

Traditional management theories may give us slick formulas for this, but the reality is much more subtle and contextual. That is the wisdom we only glean from experience. We will learn about successful strategies to identify, recruit, and develop talent, and some of the more painful but just as powerful learning about how we have got it wrong. We will also explore the subtle process by which this shapes a longer-term culture that fosters growth and innovation.

So this Conversation isn't just about theory. We will all give and get practical advice and insights we can implement in your own organisation, right away. Whether you're looking to improve your recruiting process, create better training programs, or develop a more effective leadership style, this Wisdom of Management Conversation will provide a unique space to generate smart new steps towards unlocking the full potential of your organisation.



# AGENDA

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The Conversation will follow our usual flow in three key stages:

- **"This is Me!"** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising from our experience
- **"Tell Us More"** – enquiring more deeply into our learning and insights as we probe into this experience
- **"Yes I can, Yes I will!"** – turning wisdom and insight into intention and practice

## "THIS IS ME!"

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We will begin by inviting you to reflect on your current role as CEO or leader.

- How do you perceive and handle talent development in your organisation?
- Have you been successful in unlocking the full potential of your team, fostering a culture of growth and innovation?

As you consciously reflect with other leaders on your experiences, challenges, and triumphs in identifying, recruiting, and developing talent, you will start to gain a richer perspective on your current stance on the Wisdom of Management in terms of Talent Development.



## “TELL US MORE”

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As we delve deeper, consider the practices of top CEOs and leaders, who have successfully cultivated teams of high-performing individuals, you can reflect on their strategies and how these might be implemented within your organisation.

- How can you enhance your recruiting process, create more effective training programs, and develop a successful leadership style that promotes growth?

We invite you to share your thoughts, experiences, and insights with fellow CEOs and leaders. Together, we can nurture collective wisdom around Talent Development and gain a deeper understanding of its importance in the realm of management.

## “YES I CAN!”

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After reflecting on the discussions and insights shared, consider your next steps.

- What practical advice can you implement right away in your organisation?
- How will you apply these insights to develop talent and create a culture of success and growth within your company?

This stage is about fostering intention and translating the nurtured wisdom into actionable steps towards unlocking the full potential of your organisation.

## Timings: Wednesday 28<sup>th</sup> February

<b>0915</b>	Arrivals, refreshments and introductions
<b>0945</b>	'Gathering together'. Introductions, purpose, Guiding Principles
<b>1015</b>	Stage One: <b><i>This is me!</i></b> We break into small groups and share some aspect of your personal story from which we develop the Conversation and open up the main issues arising.
<b>1115</b>	Tea and Coffee Break
<b>1130</b>	We move into the second phase of the Conversation: <b><i>"Tell us more"</i></b> . This involves us accessing and sharing the deeper, sometimes hidden knowing that lies beneath our experience
<b>1300</b>	Break for lunch and continued reflection, perhaps a walk, alone or in pairs. What is the wisdom that is starting to emerge in this?
<b>1400</b>	Back together as one group, we draw out the key outcomes of our lunchtime discussions and the deeper significance of these for our stance as leaders.
<b>1445</b>	Moving into the third phase: <b><i>"Yes I can!"</i></b> In small groups or pairs, over coffee, we sharpen up our personal insights and intentions in relation to the questions we have been exploring. What is this emerging leadership wisdom inviting/calling/moving us towards?
<b>1500</b>	Working Tea and Coffee break
<b>1545</b>	We work on helping each other sharpen our commitments and resolves in the light of our intentions
<b>1615</b>	Closing words and 'gathering up' of the wisdom that has flowed, large or small.
<b>1630</b>	Conversation close.