



# Teamworks Talk

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*"Building a better  
workplace"*

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## Talent Management: *Ensuring your staff stay after the recession*

By Joanne Grey

Prior to the Global Economic Crisis, many new, young employees today considered two years a normal length of time to spend with an organisation before changing jobs. Young professionals were in a position to "pick and choose" their next job. Unfortunately, this approach to job-hopping ended up costing organisations dearly. Naturally, if an employee was skilled and qualified, they had more options available to them. As an employee's skills grew, so did their resume.

If an organisation did not have the ability to provide opportunities for the growing employee, they sought to advance their careers elsewhere. However, employees are now hanging on to their jobs in the current economic climate and are well aware that others are ready to fill their shoes.

What organisations need to prepare themselves for, though, is that if they stop investing in their staff and the economy improves - they will end up with a mass exodus of staff moving to greener pastures.

Organisations still need to build and manage their talent. Businesses with teams of the best people perform at a high level. Superior business performance is motivated by superior talent. Managing talent is the key strategy - talent drives performance. Cntd p.2.

*"There go the people.  
I must follow them for I  
am their leader" -  
Alexandre Ledru-Rollin*



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*Talent Management: Ensuring your staff stay after the recession continued....*

Talent management systems combine sourcing, selecting, developing and retaining top talent. Recently retired Wal-Mart's Vice President of Talent Planning and Development, John DiBenedetto, suggests that companies need a wake-up call. He stresses that if companies don't have talent management systems in place, they won't be able to recognise their high-potential talent, invest in it and provide growth for promising employees, despite the recession. DiBenedetto was behind the development of Wal-Mart University, which provides talent development that improves operations, processes and customer satisfaction.

*"If your actions  
inspire others to  
dream more,  
learn more, do  
more and become  
more,  
you are a leader."  
- John Quincy  
Adams*

Now more than ever, organisations must optimise their current employee investments. Instead of using the state of the economy as an excuse to restructure or retrench staff, organisations with top talent management processes and strengths might find alternative ways to "ride the storm." They can avoid the negative outcome of reducing staff by offering job rotation, part-time work and change management.

### **Extraordinary staff and products**

Talent management is more important than any product or service offered. Without having the motivating force of talented people to make things happen, products and services can be ordinary. When talent management systems are in place and people are invested in, ordinary products and services become extraordinary.

The Global Recession is no excuse to stop investing in staff. Employees will leave as soon as the economy improves if you stop recognising their talent or allowing them to grow. Take care of your staff, provide them with the growth they need – and they will return your investment many times over.

### **Qualities of Effective Leaders**

Leadership is an interactive process. Not all celebrity leaders are good role models. Dr Lester Levy (University of Auckland Business School) analyses some famous leaders and their styles.

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*"All leaders use  
varying strategies to  
gain optimal  
performance."*

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**Donald Trump:** *A tyrant and dictator, not someone to aspire to in terms of leadership styles, although great television.*



**Bill Clinton:** *Like Tony Blair, and a lot of other leaders, Clinton is a constructive narcissist. They do things for themselves and society, but often lack insight in choosing the correct path.*

Cntd p.3.

*Qualities of Effective Leaders contd...*

**Helen Clark:** *A leader with two distinctive personalities, that often portrays herself as someone she perceives the public want, not necessarily who she really is.*

*“All leaders show integrity and a strong ethical code.”*

All leaders have different styles and use varying strategies to gain optimal performance. However, all good leaders build their own styles from a set of traits common to all leaders. These general traits are found in bottom, mid and top-level leaders within organisations:

- The ability to engage others in some kind of collective meaning, to bring people together to achieve a goal or objective;
- A distinguishing voice and sense of self, presence and charisma;
- Integrity - a strong ethical code;
- Adaptive capability - ability to adjust direction in a changing business environment.

*Teamworks Pacific can definitely help you put strategic measures in place to develop you and your team’s leadership capabilities. We have extensive experience in leadership development at all levels and guarantee an improvement in your systems.*

The ability to concentrate and to use your time well is everything if you want to succeed in business - or almost anywhere else for that matter. - *Lee Iacocca*



### Team Snippets

After successful Open Space Facilitation for the International Paralympic Committee (Athletics), John Stuart will be doing more Open Space Facilitation for Yachting New Zealand in August.

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