The Talent Advisors
growing / capability

The Talent Advisors

Our approach is based on a real understanding of achievement, the paradoxes of success, how talented executives learn and think, and what actions are needed to take performance to the next level.

We have sound capability across the talent spectrum including tactics for: increasing executive impact; growing high-potential leaders; advancing diversity; and reducing business risks by having more robust talent pipelines.

Although specific client details are confidential, the **sectors** covered by The Talent Advisors have been professional services, retail, general insurance, financial services, investment banking, legal; media, mining, automotive, beverages and not-for-profit.

Client requests include **consulting** on talent management and development strategy**; coaching** for high-performers or peer-groups; **strategic career positioning** for new leaders, those on-ramping or wanting to regain focus so they can be more competitive in the promotion stakes.

Consulting

An organisation's talent strategy serves as a powerful game plan for the coordination, focus and development of its leadership capability. An effective strategy gives flexibility to leverage the talent pipeline for performance, corporate distinctiveness and long-term competitive advantage.

Leaders who recognise and execute on this insight will deliver certain strategic value to their organisations - today and in an increasingly unknown future.

The Talent Advisors work with executive teams to audit, assess and build both the strategies and the tactics for a strong, diverse talent pipeline in line with the overarching business strategy.

Coaching

The frame of reference is to align the coaching approach to the executive's stage or inflection point on their career life-cycle with the organisational context. Every engagement is customised to balance the requirements of the organisation with the diverse needs and unique potential of the individual.

Using the Context–Choice–Connect–Commit model, we work with executives to envision the future, while shaping concrete goals and prioritising concrete action. The Talent Advisors coaching model is personal, relevant, congruent and effective in achieving sustainable change. Whether for an individual or a peer-group the goal is to achieve real change, personal growth and business improvement.

At the core of the coaching program is the creation of a personal action plan that is developed and owned by the executive. It acts as an execution roadmap to specifically address identified business and professional challenges to be actioned within agreed timeframes.

Strategic Career Positioning

The Talent Advisors process offers high-potentials 'in-the-moment' guidance for long-term success within their organisation. It is of particular value for those in their first leadership role; or will on-ramp back into an executive career; women with promotion capability; those in the first 100 days of a new role; or those wanting to regain focus. This allows renewed energy, focus, purpose and commitment.

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For further information please contact Dianne Jacobs on 0400 806 336 or dianne@thetalentadvisors.com or view our website at www.thetalentadvisors.com