

I AM TALENT OVERVIEW

CATALYST
CONSULTING



Personal and Career Empowerment

Optimise your potential and achieve your personal and career aspirations

WHAT IS PERSONAL EMPOWERMENT?

the ability to make appropriate and powerful choices in any moment (regardless of the circumstances), to take responsibility for outcomes and to achieve win-win results

Victor not victim

WHAT IS THE OUTCOME OF PERSONAL EMPOWERMENT?

Possibility thinking
More appropriate emotional responses
More courage
More resilience
More open to change
More integrity, commitment and responsibility
Achieving goals

Outcomes: what you will get

I am Talent explores and offers provocative reflection questions, tools and tips on the following big career questions

What are the **drivers** in the world of work and how do you **create value**?

What makes you **unique**, what drives you and how can you **make the most** of what you have?

What are **organisations looking for** when they search for **talent**?

How can you build your **distinctive value** and personal **brand**?

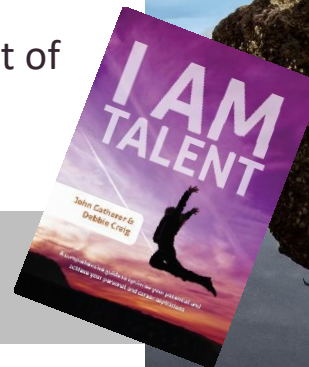
How can you **maximise** your **performance**?

How can you **fast-track** your **development**?

What **competencies** are core to becoming the best you can be?

How can you make the best **career choices** and make the most of **transitions**?

I am Talent is a best-seller in South Africa since 2010



I am Talent workshop: 2 day experiential program



Module 01 & 02

The world of work
The world of me

The world of work

- Overview of the changing world of work
- Employment and career options
- Matching you to work & activity

The world of me

- Who am I and what i want?
- What I value and what is success?
- What I have and what's my purpose?
- A whole person approach to life

Module 03 & 04

What organisations are looking for
How do I differentiate myself?

What organisations are looking for

- What is talent management?
- How do organisations find, develop & keep talent
- What is my role?

How do I differentiate myself?

- The competitive world
- What have I got to sell?
- How do I sell myself?
- Building my brand

Module 05 & 06

My performance
My development

My performance

- Impact of the environment
- Impact of the organisation & team
- Impact of me - skills, motivation, needs & values, individual performance

My development

- What is the skill gap?
- Focus areas and options
- My development plan
- Coaching, feedback and ongoing learning

Module 07 & 08

Qualities of success
Career choices & transitions

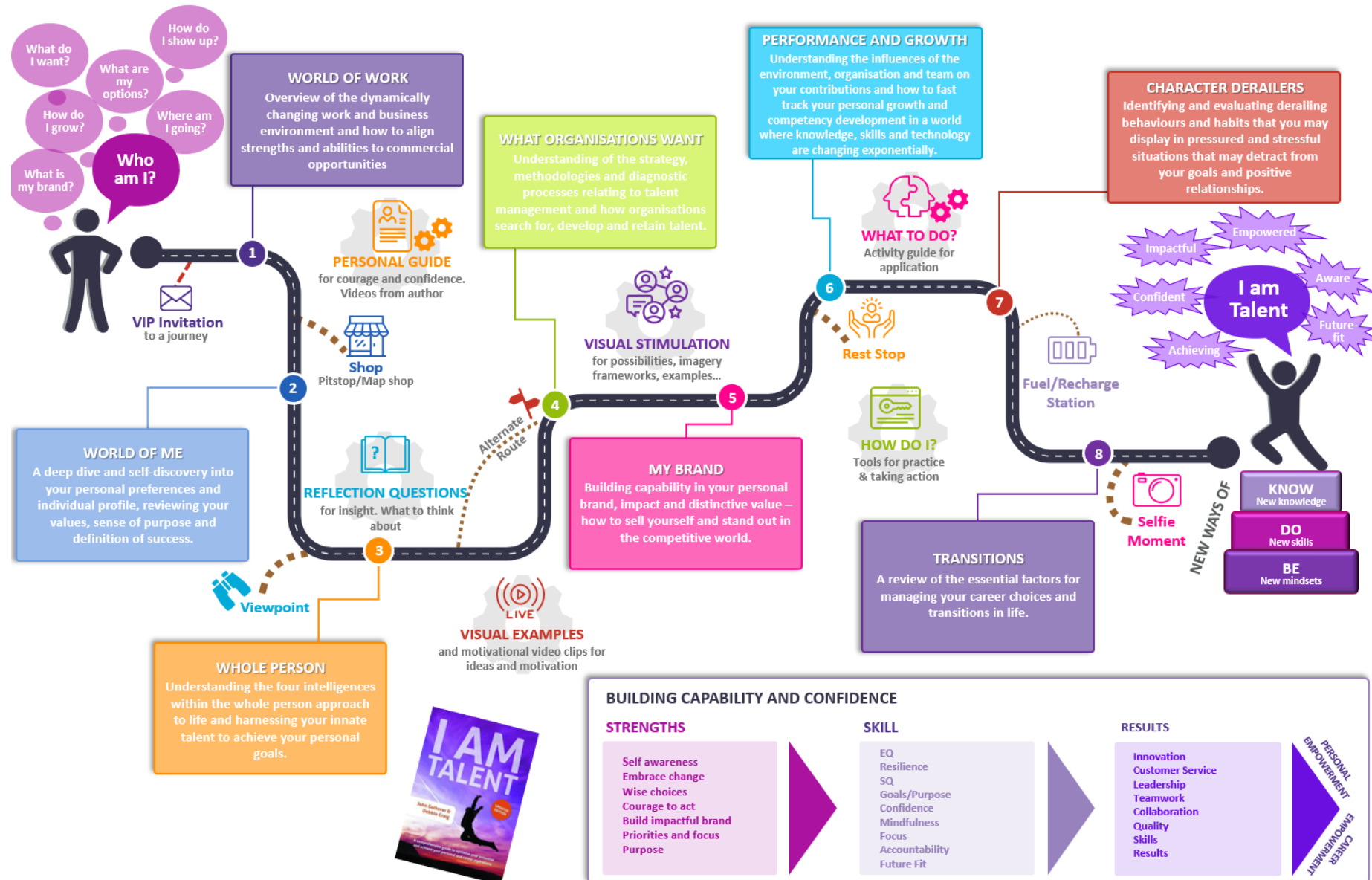
Qualities of success

- Core competencies for success
- Derailing behaviours
- Politics, power & influence
- Crucial conversations

Career choices & transitions

- Mapping your journey
- Career interests & choices
- Career gap analysis
- Transitions

I am Talent digital: online learning journey



I am Talent – my plan to be my best self



1. World of work

What are the factors and trends impacting my industry and career?

How could I add value as an employee, entrepreneur, contractor?

6. My performance

What are my SMART goals and measures in my performance agreement?

Action plan for performance improvement
(Individual, team, organisation, external)

7. My development

My learning gaps, opportunities and learning preferences

Action plans to develop these i.e. activities, coach

2. World of Me

Who I am – personality, EQ, unique features

What I want – goals, balance, vision board

What I value – top 5 most important values

My strengths - actual & potential (see over page)

5. Differentiating myself

What are my key elevator speech/brand messages?

Action plan to build my 8 brand characteristics
(accessible, visible, reliable, service, quality, distinctiveness, reputation, value for money)

8. Qualities of success & de-railers

Action plan to develop qualities i.e. aware, authentic, integrity, drive, courage, humility, decisive, energy, resilience, impact (role models?)

Action plan to get feedback on my derailers i.e. Excitable, Sceptical, Cautious, Reserved, Leisurely, Bold, Mischievous, Colourful, Imaginative, Diligent, Dutiful

3. Whole person approach

Mind: My positive vs negative thoughts & beliefs

Heart: My emotional unconscious reactions (victim) vs conscious responses (victor)

Body: My health, time mgt, stress mgt, energy mgt

Spirit: My purpose, meaning, contribution, connection

4. What organizations want

How the organisation views me as talent
i.e. Performance, Potential, Readiness for next move

Action plan for my next career conversation – options, evidence, requests

9. Choices & Transitions

My next possible roles that match my skills & interests are ..

100 day plan for my next transition?

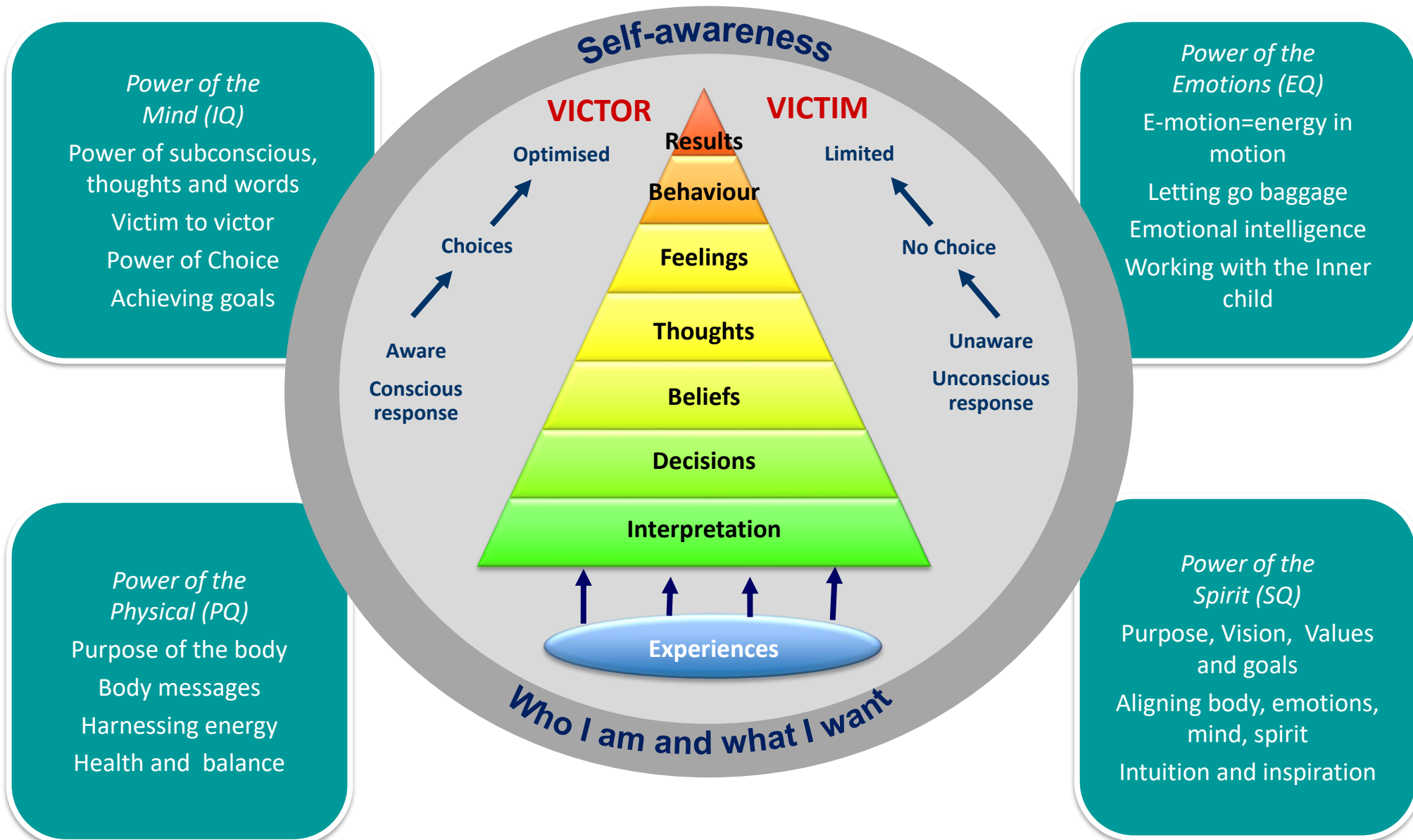


**Framework and
Examples**

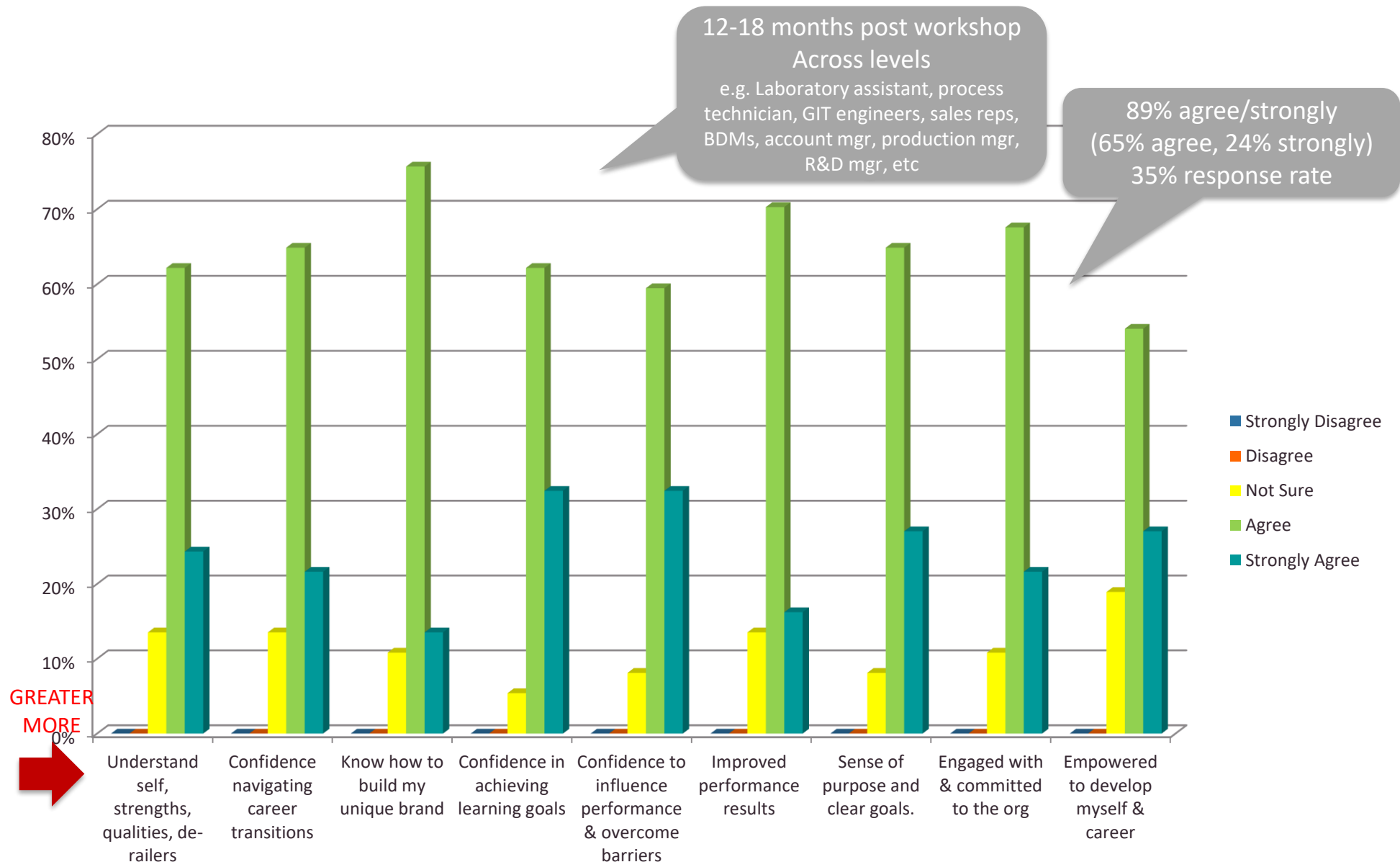
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Track Record

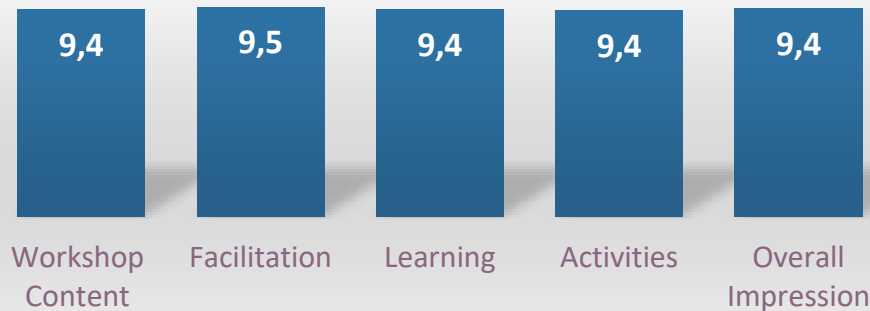
A personal empowerment framework



Post-workshop impact survey



Delegate Feedback



- I hate giving 10 all round because it may seem like I didn't pay attention to what was asked but you guys really do rock!
- Very impressed and made personal. Love that part – you sharing personal stories.
- Brilliant, think every company and individual should at least once deal with you or some part of you.

- It brought me closer to me and awoke in me a beast that has been sleeping too long. Re-discovered self!
- Insightful, educational, self realisation. Helped to dig deep into my inner power and talent.
- Encouraged to push boundaries and have positive attitude and winning mentality.
- Interesting, one gets to know your inner self and develop your strengths.
- The workshop felt like a revival of energy and drive. There was great content and great teaching.
- It provides you with a new insight on how to look at yourself and others. To look at things differently.
- It was brilliant with loads of information and insights.
- Brilliant workshop! Informative, exciting and fun.
- It was fantastic, I would love everyone I know to do this with me. I feel like taking on the world with positive intent.
- Very insightful and empowering. Fun and engaging.
- Life changing.



Track record: I am Talent



CORPORATE PROGRAMS



Foschini Group (2016)

I am Talent for personal and career empowerment as part of the retail academy program for store managers x 100



Brandhouse (2013 – 2015)

I am Talent for personal and career empowerment as part of an employee engagement strategy x 100



Buckman (2013-2015)

(Africa, SE Asia, China, USA, Mexico, Canada, S America, Europe)
I am Talent for personal and career empowerment x 100



Volkswagen

VWSA (2011-2015)

I am Talent for personal and career empowerment x 100



EHL Ellerine Holdings (2013)

I am Talent for personal and career empowerment for middle to senior managers x 40



Servest Holdings (2013)

I am Talent for personal and career empowerment for senior executive program x 30



SA Home Loans (2014)

I am Talent for personal and career empowerment for pilot group x 40



Mr Price (2016)

I am Talent for personal and career empowerment for interns, facilitators and coaches x55



Liberty (2018)

I am Talent for personal and career empowerment rollout for 300 staff members

SCHOOL & COMMUNITY PROGRAMS



Northwood High School (2012)

I am Talent for personal and career empowerment for school x 120 matrics and teachers



Treverton High School (2014-2016)

3 x post matric groups x 40

Crawford College (2014-2016)

Gr10s x 140



Wildlands Conservation Trust (2014)

I am Talent for personal and career empowerment for school x

TALKS AND ARTICLES

Talks

I am Talent – The X factor in business, School Principles Conference – ICC, 2012

I am Talent – KR Exec PA's conference, Knowledge Resources 2012

Managing Gen Y Talent, Evolve Business Breakfast, 2013

Transforming culture through personal and career empowerment, Assoc for Talent Development (ATD), Orlando USA, 2015

Transforming culture through personal and career empowerment, Symbiosis University, Pune, India, 2014

Articles

I am Talent – The X factor in business, Human Capital Review – Knowledge Resources, 2011

The drivers of success - making your mark in the challenging and competitive business world, Financial Mail, 2012

Transforming culture through personal and career empowerment, Emerald Training International, 2015

Why partner with Catalyst






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