



Programme: Leading Talents

1 Purpose and Outcomes of the Programme

The programme LEADING TALENTS was conceived to support learning and career development, to help professionals to enhance leadership capabilities, and to provide learning & development opportunities for young professionals and business school students.

Participants will develop their Talents through connection, collaboration and contribution. They can also benefit of social learning in a network context, which facilitates knowledge sharing.

2 The Context

2.1 How we define Talent

Broadly speaking, talent refers to actual and potential individual's knowledge, soft and competency skills, experience, and personal qualities which enable an individual to make a difference to individual, team and organisational performance.

2.2 Why Talent Management is so important for organizations

A recent survey by Accenture Institute for High Performance found that business leaders all over the world find attracting and retaining talent to be a key and challenging task in sustaining business. Talent management has become one of the most important functions of the human resource department in any organisation and it will gain more importance in the years to come.

In these talent competitive times, organizations and companies are looking for the best performers, not only externally, but more importantly within their doors.

2.3 Benefits of developing own talents

Good reasons to develop personal talents:

- To reinforce confidence-building
- To maximize own value added
- To be able to distinguish oneself from the competition
- To boost motivation
- To better choose activities to focus on
- To increase job opportunities
- To increase income-generating activities

3 Format: Virtual Events

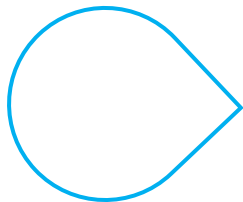
3.1 Expert Sessions

These online Learning & Development events are offered in various formats, named: Foundations, Advanced Knowledge and Certified.

Major benefits of eLearning: it allows to save money, it reduces learning time, it is scalable for any number of employees or participants, and it reduces an organization's or individual's environmental impact.

3.2 Open Learning

The main purpose of our webinars & webcasts: to raise awareness and to inspire leaders to take action. Subject matter experts delve into a variety of topics and answer questions, if any. These online events summarise latest cutting-edge topics, cover trends and challenges, discuss problems, and present solutions, management practices, and unique products and tools.



Inspired by the principle of sharing, we create a range of events, which are short and free.

Webinars are organized as knowledge enhancers and their access is only possible by invitation. These events function almost like a personal tutoring session with insightful information. Webcasts are a group of virtual events that we are glad to deliver on demand.

3.3 International Workshops

Engaging, interactive and informative international virtual workshops from 60 to 90 minutes. These workshops provide a setting for a small group of participants to listen, discuss and learn on the big business critical challenges they face today. [Tickets are limited](#) for these workshops.

They are an opportunity to connect in an informal environment with likeminded people who work on the same fields at an international level. Participants take part in polls which guide the discussion and reaffirm common challenges and goals. They can create white boards as a group to brainstorm solutions to complex problems they face.

3.4 Conversations by Question



This virtual event organized in partnership with consideration.io and its CEO Jim SPROAT, was specifically designed [for our Members and Ambassadors](#).

Every month we share our insights on the discussions guided by questions. These discussions are a great opportunity for our members and ambassadors to learn from one another and think “outside of the box”.

3.5 Exclusive Q&A

These monthly events of 1 hour each are [exclusive events for our Members](#). It is a time to bring together innovation, business development, change and learning.

These events are an opportunity for people to ask questions, get our insights on organisational problems and challenges, and discuss alternative points of view. Main objective of this initiative: [to instil lasting change](#).



3.6 International MICE events



Our main objectives for these events are:

- To leverage the best of learning and of thought leadership,
- To facilitate networking,
- To help increasing revenue opportunities for attendees,
- To create a marketplace for vendors,
- To inspire new avenues for innovation.

4 Format: Young Professional Development Programme

Objectives

This high-profile learning & development opportunity aims to elevate young professionals' key skills and employability and to ease the transition into working life. It benefits the businesses and organizations involved as well as the emerging young talent in times where talent acquisition and development increase in importance.

It was conceived for young professionals from higher education in need of developing skills to accelerate and maximize work integration and to answer academic institutions' requirements.

It was also conceived to be combined with additional job orientation and coaching for selected candidates on behalf of our partners, to ensure that new staff can perform their jobs more effectively and productively.

Benefits for the participant

- The development of competency skills like project design and management.
- The development of soft skills like: creativity, problem-solving, critical thinking, empowerment, and self-confidence.
- Accelerating knowledge acquisition that allows multidisciplinary apprenticeship through engaging projects based on challenges or problems found in the real world.
- Performing better, feeling more fulfilled at work, be better able to adapt to change, and become more effective leaders and managers in the future.
- Working one-on-one with an experienced coach and mentor provides young staff with a safe, confidential environment in which they can discuss business and relationship challenges, practice leadership skills and behaviour, and develop strategies and action plans to accomplish their goals.
- Certificates are given to those who have completed successfully the project. This certificate contains proof of internship duration (in weeks or months), stipends (if any) and other job-related details. It can be used in contexts where internships are required by academic institutions or as a proof of competencies in recruitment and/or onboarding processes.

Benefits for the host and provider of the programme

- Building brand visibilities to the public and target customers;
- Reinforcing our engagement to the Sustainable Development Goals (SDGs), as stated in our founding charter;
- As a community, empowering young people to move to a next level collectively.

Benefits for partnering companies

- Reduce time-to-hire and increase quality of hire for open roles.
- Build leadership as coaching and mentoring leverage participants' unique strengths and gives them an opportunity to carefully choose and practice new, more effective behaviours.
- Improve productivity
Coaches and mentors help people stay focused on what is most important and hold people accountable for their personalized development plans.
- Leverage investment in training by helping individuals move from learning to doing, providing opportunities to apply and practice new knowledge and skills. Coaches help people stay focused on what is most important and hold people accountable for their personalized development plans.

Methodology

The Young Professional Development Programme is a participant-centred and project-based learning programme.

Participants work for an extended period of time (from 6 weeks to 6 months) to investigate and respond to an authentic, engaging, and complex question, problem, or challenge. Coaching, mentoring, e-learning and social-learning sessions will help participants to achieve their career goals and needs.

Eligibilities

In all cases, candidates need to agree with our code of ethical business conduct. Specifically:

- For a project < 2 months
 - Candidates need to agree with our code of ethical business conduct. Designed and made with integrity, this chart is about social responsibility & ethics and inspiration and it reflects the expectations we have for one another throughout workday.
 - Candidates need to accept or propose a project that falls into the fields of intervention and interests of our company.
- For a project between 2 and 6 months
 - Candidates will pay a fee to cover tuition assistance, and the costs for using specific tools and material. Participating in such an opportunity is a valuable investment in and of itself. Moreover, the networking also contains value, as new connections are made that can lead to networks of experts to rely on and learn with. The fee takes into consideration that part of the payment, as a return on investment, can be an established expectation in the form of sharing what was learned.
 - Candidates can be free up of paying a fee if the project is sponsored by a third party.