



Wellsprings of Talent

How to Tap, Channel and Harness Your Amazing Potential

Unleash your most valuable assets . . .

. . . your people and their talents.

The Wellsprings of Talent™ Program applies key brain research and learning insights in three key elements :

- I. *“Tap Your Talent”*— learn how to have straight-forward peer conversations that catalyze new possibilities and engage self-motivation.
- II. *“Channel Your Energies”*— complete a robust, quick-start action plan that creates a pathway to rocket your hopes into reality.
- III. *“Harness Your Amazing Potential”* — engage the proven “see one, do one, teach one” method as you take the actions and activate the inner qualities you need for your own success and the success of your organization.

Learn how this proven program has delivered results for leading organizations and how you can put it into practice to enliven your team and your bottom line .

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Overview

Serving Key Needs: The Wellsprings of Talent™ Program helps you fully develop the talent assets of your organization to increase creativity, productivity, and effectiveness. With demographic shifts, downsizing, right sizing, and fundamental changes in how people want to learn and grow, this program is a key to success in today's environment.

Fresh Approach: In contrast with top-down succession plans and other talent development strategies, Wellsprings of Talent taps your participants' own interests, energy, and aspirations. It applies the latest scientific knowledge about best-brain performance and learning styles to catalyze rapid results. What's more, these tools scale efficiently so that you can reach deeply into your organization.

Proven Tools: Three inter-related elements deliver powerful benefits. We guide participants to have "Tap Your Talent" conversations that stimulate one another's thinking and develop new approaches. Then, we provide the "Channel Your Energies" framework for action plans that translate hopes into results. Finally, we aid you to "Harness Your Amazing Potential" by following through with the "see one, do one, teach one" method for participants to document their learning and create enduring organizational assets.

Real-Life Results: Wellsprings of Talent demonstrates its value concretely. A junior staff member who had felt blocked from advancement became a successful supervisor. A talented manager swamped with daily tasks found a path to broader organizational leadership. A senior manager counting the days to retirement gained new energy and interest in leaving a legacy and sharing his knowledge. A CEO benefited from working with a front-line supervisor to uncover ways to engage people throughout the organization. Within a few months, a team created and documented hundreds of new knowledge assets that demonstrated their personal progress and delivered organizational value. In short, participants shift from a collection of individual contributors to a cohesive dynamo of energized and growing talent. These benefits arise from unleashing the best in each participant and helping their talents flow throughout the organization.