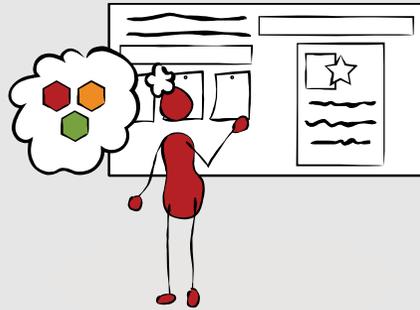


# Adding value at all levels of experience with talent management

## EXPERIENCED WITH TALENT MANAGEMENT

Sarah Johnson, Principal of Golden Hill Primary School, is passionate about developing her staff and providing opportunities for them to engage in early leadership roles. The school has existing talent identification processes in place and a vibrant culture of development. When Sarah first heard about Bastow's Talent Management Framework (TMF) she was reluctant to implement it. However, after hearing rave reviews from a number of other Principals at other schools, Sarah decided to trial the approach.



During the implementation briefing session, a TMF Coach worked with Sarah to help her identify which steps and tools would be most valuable to her school and how they could integrate with existing processes.

The flexibility of the TMF approach allowed Sarah to select elements of the process steps and key tools to supplement Golden Hill's existing programs. For example, Sarah found the identification questions and the development opportunities guide particularly helpful as they enhanced and added rigour to existing processes. She was also able to integrate the principles of the nomination review discussion into an existing management meeting that she held monthly with her leadership team.

“ *The TMF really worked for us - we already have a staff learning plan in place, but were able to supplement this with tools from the TMF approach. It fits really smoothly into our current professional development processes.* ”

## NEW TO TALENT MANAGEMENT

John Patrick has been the Principal of Beechwood Secondary College for almost 10 years. During a conversation with his SEIL about succession planning for some critical roles in the school, John realised that he didn't have a formal process in place to identify and develop leaders. When a role became available, he usually just tapped someone on the shoulder to fill it.

John's SEIL suggested that he look into Bastow's Talent Management Framework (TMF) to help him proactively identify and develop individuals with leadership potential, rather than waiting until vacancies become available to take action.

John followed the TMF process steps closely, using all the tools provided to identify, develop and support high potential leaders. Being new to talent management he found some of the 'how to' tools particularly helpful, such as the 'Giving and Receiving Feedback Guide'.

“ *Having a framework to shape what is otherwise an intuitive, 'gut feel' decision was really helpful. It enabled a fuller, more rounded decision process. The process steps were really clear and easy for our staff to follow.* ”

