



## Talent Coaching

A Coaching Intervention for High Potential Workgroups with the Aim to Build a Talent Pipeline

### What is Talent Coaching?

Talent Coaching is usually deployed with a high potential workgroup identified by organizations as part of their talent management program. The coach works to develop the potential of individuals and create a talent pipeline to meet future business needs. It is conducted through one-on-one interactions driven by data from multiple perspectives, based on mutual trust and respect.

### Why invest in an Executive Coaching program?

An organization's top talent holds the greatest promise to steer the organization into the future. This group of high potential talent consists of promising individuals who have career experiences that stand out in terms of their skills, abilities and performance. Their talent needs to be further honed to address future business challenges, it is here that coaching can be a valuable tool to help these individuals discover their potential and prepare them to take on far more challenging roles in the future.

### How can we help?

We work with you to create a bespoke coaching program for your top talent to help them discover their strengths, bridge critical competency gaps and develop them to transition into far more complex and challenging roles in line with their future career goals and aspirations.

### How do we work?

We realise people have different values, talents themes and personalities. Our bespoke coaching approach is designed to create powerful insights for each coachee, help them discover their strengths, minimise critical competency gaps and achieve greater success and fulfilment.

## **Partnering for Success**

The executives, the coach, and key stakeholders in the organization collaborate to create a partnership based on agreed-upon ground rules, time frames, and specific goals and measures of success.

## **Coaching Process**

### **Engagement & Contracting**

This part is essentially about establishing rapport and clarifying the norms for the engagement.

### **Assessment & Feedback**

A number of possibilities are available. Often we suggest a series of assessments to provide a mirror or feedback or work with organizational data and supplement wherever required with:

- Psychometric tools e.g. Hogan, Saville Wave and MBTI
- Emotional Intelligence Questionnaire
- 360° multi rater feedback
- Organisational Data (Assessment Centres / Performance History)

### **Creating the Agenda**

**Potential themes generally include:**

- Clarifying career goals & aspirations
- Building VUCA competencies
- Leveraging strengths and bridging critical competency gaps
- Enhancing role contribution

### **Benefits of Talent Coaching Program**

- Increased employee engagement
- Retention of top talent
- Increased bench strength
- Improved business performance

### **Need more information?**

To discuss how this program can help you achieve your goals.

**Call: + 91 99 200 52172 or mailus@human-network.in**

## **About Us**

Human Network is a leading edge leadership and talent development consulting firm. Our core areas of expertise include Leadership development, Executive Coaching and Custom interventions designed to build critical competencies for success and accelerate performance.

To learn more about how we can partner with you to build the right capability building architecture to drive performance,  
log on: [www.human-network.in](http://www.human-network.in)

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