



2010 Excellence in Talent Management Series

Virtually all organizations acknowledge the critical importance of employees in the success of their business. This series was developed to assist in creating and fostering a workplace where employees can flourish and your organization can reap the financial rewards.

Time: 8:00 a.m. to 9:30 a.m.

Location: The H.S. Group's Green Bay Office - 2611 Libal Street

Sign Up Today! - Space is limited, so please RSVP to 866/619-7444 or cmosnik@thehsgroup.com

Addressing Poor Performance Tuesday, January 5th

Although it's often easier to ignore an employee's poor performance in the short-term, the long-term consequences are not enough to outweigh the impact it has on your organization. Join us as we share ideas to tackle one of the most challenging aspects of leading others.

What's Wrong with Gen X and Y Leaders? Tuesday, February 2nd

Members of Generations X and Y are poised to take leadership roles with more responsibilities and they promise to be unlike those before them. In many cases, this is leaving those of other generations asking "What is this world coming to?" This session explores the impact of X and Y leaders and what they and their companies need to do to realize success.

Retirement - It's Not Just About the Numbers Tuesday, March 2nd

The face of retirement and retirement planning is changing. Companies and individuals are looking at retirement planning from a broader perspective and are taking more of a "life" planning approach. Individuals are realizing that retirement from a position doesn't always mean the end of a career. We will introduce you to this planning process, its value to employees and the positive impact this benefit can have on the corporate bottom line.

Surviving & Thriving in a Man's World Tuesday, April 6th

Whether you are a woman trying to survive in a man's world or a man striving to attract and retain female talent, this session offers opportunities to gain insights in creating a gender-balanced workplace. Understand how some companies inadvertently drive away strong talent by maintaining practices that may alienate women. Learn how to create an environment that brings out and leverages the best of each gender.

Using Assessments to Maximize Employee Performance Tuesday, May 4th

Assessments provide insight into natural tendencies and preferences while increasing self-awareness and helping to recognize and appreciate differences. Understanding your and others' preferences for learning, communication and leadership will assist you in maximizing strengths, minimizing weaknesses and working more effectively. Participants will take a complimentary assessment prior to the session.

Best Practices in 360° Feedback Tuesday, June 1st

Companies employ 360° feedback tools for multiple reasons including career development initiatives and gathering feedback for addressing performance issues. What's right and what's wrong? What's good, better and best? We will review the pros and cons of various applications and identify practices that help companies get the most from this tool.

Break



See you in August!



Identifying & Developing High-Potential Talent Tuesday, August 3rd

A company's high-potential talent is a true differentiator from the competition, but what does it really mean to be high potential? How and where do you find them? Once identified, what do you do with them? How do you keep them? We will address these and other questions associated with working with this valuable group of employees.

Attracting Key Talent Tuesday, September 7th

Many companies believe that when they're ready to hire, candidates will be available. Candidates there may be, but will they have the skills and experience you need? What can companies do now to increase the chance of success in hiring these elusive stars? We will discuss the importance of developing a strategy that will entice in-demand, highly skilled, qualified individuals to your door.

"But I've Always Done it this Way and It's Worked!" Tuesday, October 5th

What behaviors can sabotage a leader's career? Recently, the behaviors of even long-term leaders have come under scrutiny. Leaders who have been successful for years are suddenly finding their careers derailed due to changing expectations. In this session, we will identify the behaviors most likely to be career derailleurs and look at options for addressing situations before they reach a point of no return.

Selecting with Confidence Tuesday, November 2nd

This session is designed for both experienced interviewers looking to revisit essential techniques and those who are new to the process. You will experience a segment of our half-day program which provides interviewers with the skills to effectively prepare for and conduct interviews while making informed hiring decisions.

Welcome On Board! Tuesday, December 7th

When developed and implemented well, on-boarding programs can have a significant impact on employee retention, productivity and organizational image. Effectively integrating employees from the start makes business sense in the end. Learn about the components that are crucial to the success of any on-boarding effort from entry-level to senior executives.