

2009 Talent Development Strategy for the Government Sector

Tennessee Department of Human Resources

Strategic Learning Solutions Division

"Integrating Knowledge & Performance"

Leadership Development <i>For current and emerging leaders from all state agencies</i>	Talent Management <i>For agency leaders who seek to strategically build capability within their organization</i>	Performance Management <i>For people managers accountable for achieving agency results ... engaging one employee at a time</i>	Professional Skills <i>For employees who seek to maximize individual performance in a rapidly changing work environment</i>
<p>Agency Leadership Projects</p> <p>For agency leaders who seek to develop their leaders.</p> <p>SLS provides:</p> <ul style="list-style-type: none"> • Consultation to align mission to leadership development • Design turnkey initiatives • Facilitate development <p>Tennessee Government Leadership Competencies</p> <ul style="list-style-type: none"> • 360° for Agency intact teams • One on one coaching <p>Best Practice Forums</p>	<p>Four Half-day Series</p> <ul style="list-style-type: none"> • Build shared mindset around the business need for talent management • Apply a systems thinking approach to leading the agency • Acquire leadership skills in strategy development and workforce planning • Assess agency's readiness and urgency to implement talent management best practices 	<p>Four Half-day Series</p> <ul style="list-style-type: none"> • Hire quality talent within the career and executive service guidelines • Assess employees for optimum performance • Develop employees for today and tomorrow's workplace • Retain talent through engagement, recognition and motivation <p>Management Policy & Procedure Workshops</p> <ul style="list-style-type: none"> • Organizational Policies and Practices (on-line) • Performance Evaluation (on-line) • Respectful Workplace, Managers 	<p>Full or Half-day Workshops</p> <ul style="list-style-type: none"> • Change Management • Customer Service • Project Management • Respectful Workplace, Staff • Time Management <p>On-line Workshops</p> <ul style="list-style-type: none"> • Building Cohesive Teams • Conflict Management • Decision Making



For details visit SLS website: www.tn.gov/dohr/learning/learning.html