akenham
Inspiring Performance

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Title	Identifying Needs	

Intro	Why is this skill element important?	To facilitate the effective development of our people, we need to understand how people learn and what their learning needs look like in the context of their current role, and their future ambitions. Once known, we can create relevant development plans that help people build capability in the right areas.
	Learning outcomes	• Identify the skills and behaviours people need to succeed in a role • Learn how to develop people's current performance and future potential
	Content agenda	1. How people learn : Explanation of Learning Cycle models (Kolb; Honey & Mumford) 2. What are we trying to develop : Performance vs Potential 3. Deconstructing Ability (**A** of A x M x O)
Body	Understanding the challenge/issue	Managers have huge influence in contributing to the success of the organisation through the development of their team. The organisation needs a talent pipeline, and people want (overwhelmingly) to have opportunities to develop and progress. Therefore, we need to structure targeted and meaningful development experiences for our people.
	Insight	Gaining an understanding of how people learn and take on new information. Exploring the rationale for development : Improving performance (current role) or potential (future role)
	Experience	9 Box Grid exercise : paired discussion of development objectives for selected team member.
	Apply & reflect	Breaking down Ability exercise : What does the individual need to learn to strengthen their capabilities.
Wrap	Next steps/transfer	Ask: are you creating sufficient development opportunities for your team? For yourselves? Where can you improve? What will you look to do differently in the future to development performance and potential?