

Title	Talent Building	
Intro	Why is this skill element important?	Ensuring that ISG's Capability Framework is used to actively manage succession planning. Enabling managers to articulate what the required skills and behaviours look like and translating these into structured development plans.
	Learning outcomes	<ul style="list-style-type: none"> <li>• Use the ISG Capability Framework to assess development needs</li> <li>• Create a development plan that reflects identified needs</li> </ul>
	Content agenda	<ol style="list-style-type: none"> <li>1. How to conduct a development self-audit using the Capability Framework</li> <li>2. Motivation &amp; Opportunity (A x <b>M</b> x <b>O</b>)</li> <li>3. Structuring appropriate development objectives (&amp;)/20/10) to close identified development gaps</li> </ol>
Body	Understanding the challenge/issue	To effectively develop appropriate talent, we need to understand how best to create development opportunities that are both relevant to them and valued by the business.
	Insight	Getting to grips with ISG's Capability Framework by conducting a self-audit of capabilities and descriptors.
	Experience	Apply 70/20/10 principle and create a development plan using OMTA model Refer to the managers role in creating <b>Motivation &amp; Opportunity</b> , and sense check against the Learning Cycle
	Apply & reflect	Paired review of development plans. <b>Practise development conversation using SBI, CEDAR.</b>
Wrap	Next steps/transfer	Conduct development conversations with all team members and agree relevant objectives using OMTA.