




From talent acquisition to talent development

LOGUE & CO
HR ADVISORY TRAINING COACHING



"Train people well enough so they can leave, treat them well enough so they don't want to."

Richard Branson, Virgin



**"ALL IDEAS
GROW OUT OF
OTHER IDEAS."**

— ANISH KAPOOR

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ideas worth
spreading about
developing
people...

Are you 'baking' your new hires correctly?

When you're baking a cake, you assemble the ingredients and carefully measure out each one.

There's a process where the correct measurements of the ingredients are blended together to create the outcome you want.

Is your own 'onboarding' programme the correct blend of ingredients to ensure that new hires are meeting your expectations when they finish?



Catch people...

...doing things right and also if they aren't doing things right.

Why?

Because the vast majority of people don't wake up thinking 'I'm going to do a bad job today'.

But they *do* want to feel **safe, seen and connected.**



Gifts differing

Feedback is a gift?

So is recognition.

There's a difference.

Practice daily.

Avoid serving the former as a 'sandwich' and the latter with 'terms and conditions'.





*Clear is kind.
Unclear is unkind.*

Brené Brown



Leadership is everywhere

...but only if it's offered, accepted and nurtured.

Leadership isn't a title, it's a mindset.

"I see you. I hear you. You matter. I care". **This is leadership.**

The '3 Es'



EXPERIENCE

- Stretch assignment
- Cross-functional team
- Project team
- Teach on your area of expertise
- Implement a suggestion you've made



EXPOSURE

- Find a mentor/ be a mentor
- Competitor visits
- Coaching
- Job shadowing
- Professional association membership
- 1:1 or 360 feedback



EDUCATION

- Training classes
- Online learning
- Professional accreditation/ certification
- Seminars or conferences



The Platinum Rule

The 'Golden Rule' states that you should treat others how you would like to be treated.

The 'Platinum Rule' states that you should treat others how they would like to be treated.

There's a difference.





'One size fits one'

Find small ways to personalise the experience to make each person feel seen and appreciated.

Whether it's a guest or an employee.

Repeat.

How?

Experiment, experiment, experiment

Attitudes are contagious- is yours worth catching?

"Yeah, right...."- Mind your language!

Our brains are not 'natural cheerleaders'

When it comes to change 'Invite the lions in'



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Thank you

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