

Developing High-Performing Talent:

Maximize Potential Through Mentorship





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Sound Familiar?





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Leadership Capabilities That Are More Important in 2024 How important are the following leadership capabilities/skills to Because it is! meeting your expected business needs in 2024? Connecting employees to organization's purpose **Human-Capital Projects Prioritized for the Upcoming Year** Which types of human capital projects has your organization prioritized for the coming year (2024)? Emotional and social intelligence 45% Managing conflict among team members Enhance the employee experience 40% Handling employees' stress and burnout Expand talent development Dealing with polarization in the workplace 37% Increase upskilling/reskilling Providing clarity and direction in dynamic situations 35% Improve diversity, equity and inclusion Managing contract/gig employees 31% Appropriate risk-taking Adopt advanced HR technologies/automation 38% Embracing ambiguity and uncertainty Help employees adapt to pace of change Engaging employees 25% 36% Reduce employee stress and burnout Tech-savviness and digital adaptability

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Today's Objectives

- 1. Mentorship + Leadership= Talent Development
- 2. Engagement
- 3. Practical Tools





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Mentorship + Leadership = Talent Development

- Visualize the future
- Identify priorities
- **S**et intentional plans
- Implement and operate
- Optimize continuously
- Nurture growth





Engagement

- Roles and Responsibilities
- Mission
- Vision
- Values
- Strategic Plan
- Tactics





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Tools

- DISC
- SMART Goals
- Situational Leadership
- Candor and Accountability
- Coaching for Performance
- Team Charter







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