



*The KEYS to Effective Leadership and  
Talent Management for High Growth  
Organizations*



# About Me

- » My Timeline / Journey
- » 30 - 30 - 40 Rule



## About You

- » What is ONE significant event in your journey that prepared you for your current role?



# Leadership and Performance - I believe . .

- » Great conversations start with a question
- » Leadership is . . . An influence process . . .
- » Everyone has the potential to be amazing .  
( & Performance=Talent+Passion+Work)
- » In great organization, everyone leads



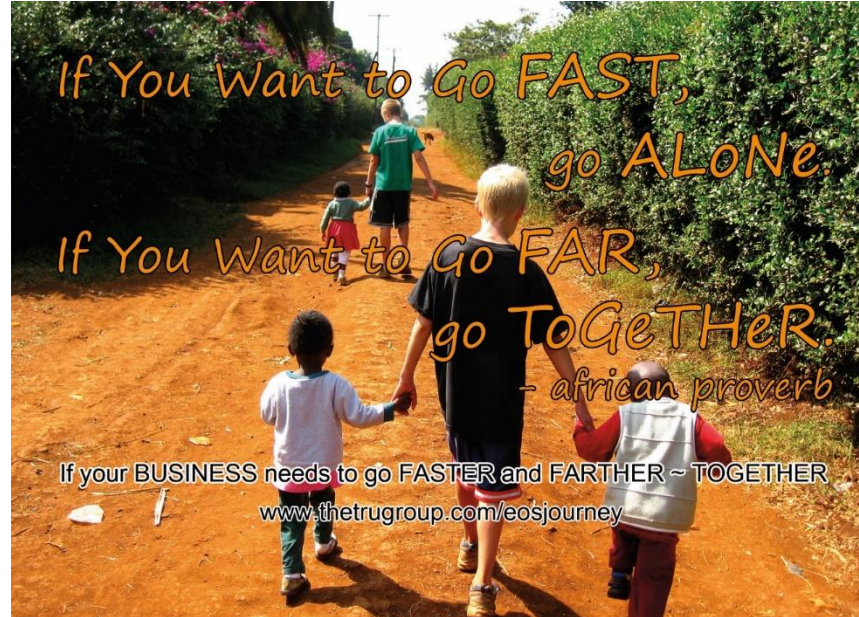
# Workshop 1: Creating the GAP

*Strategy without tactics is the slowest route to victory. Tactics without strategy is the noise before defeat.*

Sun Tzu



# Workshop 1: Creating the GAP



# Workshop 1: Creating the GAP

*Strategic Planning = Creating the GAP for the organization*

AND

*Mapping/Managing the journey to get there*



# Workshop 1: Creating the GAP

- » Using Entrepreneurial Operating System (EOS®) to *create the gap*
- » EOS Prerequisite: Growth Mindset!

*My formula:*

*Hope > Fear + Anger + Frustration + Worry + Hunger +  
Weariness + \_\_\_\_\_ + \_\_\_\_\_*





## Workshop 2: Creating the GAP

» Question: What are the barriers you see in organizations finding Talent?



## Workshop 2: Creating the GAP

- » Effectively defining and communicating the business need - Role Summary and Focus

## Workshop 3: Managing the GAP

» Step 1: Fill the GAP with knowledge of each other

*The existence of trust does not necessarily mean they like one another, it means they understand one another.*

Peter Drucker



## Workshop 3: Managing the GAP

- » Step 1: Fill the GAP with knowledge of each other
- » Step 2: Building FOCUS (Success Plan)



## Workshop 3: Managing the GAP

Q: As a rule, are you a give or earn trust person?

## Workshop 3: Managing the GAP

- » Step 1: Fill the GAP with knowledge of each other and what SUCCESS looks like
- » Step 2: Building FOCUS (Success Plan)
- » Step 3: Building TRUST through competence (quick wins the right way!)

## Workshop 4: Owning the GAP

- » Career Plan / Development Plan
- » One-on-One Form

*Performance evaluation - once a year is not enough . . . .*



# Wrap-up

## » Business card

- » Write 'copies of docs' for e copies of all docs
- » Write 'TT' to be added to mailing list





*The KEYS to Effective Leadership and  
Talent Management for High Growth  
Organizations*



# *Scott Patchin*

Learn more: | [LinkedIn](#) | [www.thetrugroup.com](http://www.thetrugroup.com)



**THE TRUGROUP.COM**

*Organizational and Leadership Growth Expert*