

TALENT DEVELOPMENT

If you cannot find the right talent, you need to develop it. That is not a fallback – it is a strategy.

Skills shortages and the high cost of employee turnover make targeted talent development a key success factor. Building internal know-how instead of buying it on the market reduces costs and increases employer attractiveness. Today, employees expect more than tasks – they want development. Those who expect performance must also invest in it: not only when a resignation is imminent, but as an integral part of the company culture.

Talent development includes professional training as well as personal growth. Alongside seminars and coaching, learning on the job is particularly important – through new tasks, projects and roles. Effective development requires individual career planning that aligns organisational goals with personal ambitions.

A personal and professional assessment provides the foundation for this – as a starting point for development discussions and tailored learning paths.

Articles on talent development (all articles)

- Know yourself – or others will!
- Career decisions are internal majority decisions