



AT A GLANCE:

M BUILDING POTENTIAL



WHAT'S THIS THEME ABOUT?

Building Potential is about helping managers to get the most out of their team. It's about encouraging and empowering people to reach their full potential.

In this theme we will look at three key elements to building potential:

- the individual's willingness to do what's required to grow
- the organisation's processes and systems to support those who want to grow, and lastly
- the manager's role in the development of their people

This theme is about helping managers understand, support and develop their team members.

WHY IS THIS IMPORTANT?

"I am convinced that nothing we do is more important than hiring and developing people. At the end of the day you bet on people, not on strategies."

- Larry Bossidy, businessman and author

The business case for building potential in our people is very clear. If we get it right, we can deliver tangible results for the organisation. By taking the time to identify potential, and increase capability, we can increase engagement and improve performance. At the same time, organisations that find themselves successful here, also manage to reduce staff turnover, absenteeism and sickness.

Most of us thrive from learning new skills, taking on new responsibilities and self-achievement. But to reach our full potential, we all need some help along the way. It's the role of the manager to guide, support, challenge and encourage every team member. If people know what they want to do and how to get there, it's the manager's job to make this happen. For those that don't, the manager can help them define their strengths, interests and provide career support.

This Management Matters theme helps managers identify the potential and desire to grow in their people and to plan and support their ongoing development.

IDEAL OUTCOMES

'Building Potential' is about the management team knowing:

- How to identify each team member's strengths and career aspirations
- How to harness the support available throughout the organisation

'Building Potential' is about the management team being able to:

- Identify who has the potential and willingness to grow in the organisation
- Identify challenging and stretching tasks and assignments
- Encourage and support their team members to pursue development opportunities

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