

# QUOTES, QUIBBLE, QUESTION

FROM  
THE  
COACHING  
GUY

25<sup>TH</sup> EDITION

## WELCOME

This week is focused on the Development of People and Retaining Talent.

A LinkedIn survey was done and 94% said they would stay with their existing company if they invested in their career development!

It's never been more important to invest, but have a plan, talk to the individuals and team to work out what's they want. One strategy certainly doesn't fit all...

## QUOTES

"The only thing more expensive than training employees and having them leave is not training them and having them stay." - [Henry Ford](#)

"Your employees are your company's real competitive advantage. They're the ones making the magic happen - so long as their needs are met, they'll keep exceeding expectations." - [Richard Branson](#)

"The growth and development of people is the highest calling of leadership." - [Harvey S. Firestone](#)

"If you take care of your employees, they will take care of your customers, and your business will take care of itself." - [J.W. Marriott](#)

## Q U I B B L E

However, amidst the fervour of prioritising employee development, a known quibble arises—the challenge of aligning individual aspirations with organisational objectives. How can companies strike a delicate balance between nurturing individual talent and steering it towards collective goals?

This quandary underscores a delicate balance that companies must navigate to ensure that the investment in employee development contributes effectively to the overarching mission and objectives of the organisation.

On one hand, nurturing individual talent involves recognising and supporting the unique skills, ambitions, and potential of each employee. Acknowledging and accommodating diverse aspirations can lead to a workforce that feels valued, motivated, and empowered to contribute their best to the organisation. However, this focus on individual growth can sometimes lead to a fragmented approach where employees pursue personal development paths that may not necessarily align with the strategic direction of the company.

On the other hand, steering talent towards collective goals requires a cohesive vision that unites individual efforts towards a common purpose. It involves communicating a clear organisational mission, values, and objectives, and providing opportunities for employees to see how their personal growth aligns with the broader goals of the company. This alignment ensures that individual development efforts contribute meaningfully to the advancement of the organisation as a whole.

Finding the equilibrium between these two imperatives demands a nuanced approach from company leadership. It involves fostering a culture that values both individual autonomy and collective collaboration.

# Q U E S T I O N

Looking ahead, as the hybrid work model continues to evolve:

How can you adapt your employee development strategies to meet the changing needs and dynamics of a distributed workforce?

Sounds simple right? Not so much, but there are some things for consideration:

- The use of Learning platforms
- A specific course that aligned to growth in their role.
- Investing in a mentoring program across an organisation.
- Regular coaching sessions not just 121's with line manager.
- Companies investing in Coach's for their leadership team.
- Interactive learning, linked to incentives and reward.

# T H A N K S

For reading this week's newsletter.

If you have other subjects that you would like to hear about, drop me an email at

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