

The Role of Talent Development Associate



- Working with senior managers (up to and including Board level), both on a 1:1 and team basis, in a range of industries.
- Leadership development activities – including working with emerging leaders.
- Inputting to hda proposals where required.
- Working with clients to develop talent strategies and solutions for attraction, retention and engagement.
- Working with 360s; motivational assessments and strength assessments, where required.
- Active involvement in own personal and thought leadership development.

Required Competencies

Knowledge of HDA

- Capable of articulating the hda coaching approach and all that this involves.
- Develops an overview of the hda product and service portfolio and acts as an ambassador for the whole business, when undertaking hda projects.

Relationship Management

- Builds rapport quickly at all levels.
- Is able to establish professional credibility at senior management level.
- Is capable of building longer-term strategic partnerships.

Strategic Thinking

- Is able to identify key performance issues associated with the business.
- Builds solutions to resolve complex problems.
- Brings a totally new perspective to problems and issues.
- Is able to communicate the bigger picture clearly to others.

Understanding business needs

- Understands the implications of business strategies and direction across a client's business.
- Understands and uses key commercial indicators.
- Develop enhanced awareness of the business environment and the competitive context in which the client exists.

Business winning

- Is capable of using listening, questioning and facilitating skills to identify the key issues affecting the client's business and identify the gap between current and future state.
- Is capable of writing, or supporting winning proposals for major pieces of work.
- Is able to present, negotiate, challenge and be challenged at senior level.
- Recognises and creates opportunities for further business.

- Be able to identify HR and learning and development needs in meetings with clients, as well as the specific talent agenda.

Solution Developer

- Is able to work in collaboration with other associates.
- Develops creative and innovative ideas.
- Is able to project manage when required.
- Able to work within budgets and time constraints and flexible in approach to meeting

Performance Management

- Actively identifies measure of success.
- Identifies and shares best practice within hda.
- Is committed to maintaining high standards of design, development and delivery.
- Invites and positively responds to feedback from clients and had.
- Always delivers on time and within budget.

Committed Networker

- Is capable of developing a large network of influence.
- Networks regularly to identify trends and themes.
- Willingly contributes to grow the body of knowledge within the network.

Thought Leader

- Constantly seeks to research and identify key trends.
- Is able to generate original thought.
- Is persuasive and personable and able to create a high level of interest in their thoughts and opinions.

Talent Master

- Constantly seeks to develop own body of knowledge.
- Researches current thinking in all aspects of talent development.
- Is able to write thought leadership articles, case studies and research papers.
- In their own area of expertise creates visionary and innovative solutions.
- Is able to create and deliver inspiring presentations.
- Is able to coach and enable others to develop their own talent.

For more information please contact **Clayton Glen**, Director

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