Talent Development Strategies to Improve Long-Term Employee Engagement and Commitment

Although effective job design and talent acquisition strategies can encourage employee engagement for new appointees, what can you do with existing employees?

*GSTA’s Hiring and Retention training is designed to make these tasks easier using Job Benchmarks and Applicant Assessments.*

If you don’t incorporate employee engagement concerns into your on-going talent organisation process, you risk wearing down employees’ interest and commitment.

*Improving long-term outcomes requires investing in talent development.*

A well-executed talent development strategy can increase a person’s increased job satisfaction, engagement, and secure employee commitment to remain productive.

Since talent development is essentially continuous, it provides perhaps the best single avenue for fostering employee engagement.

The benefit of employee engagement is enough to convince any executive to invest in these critical talent development strategies.

*What talent development strategies does your organisation use to keep employees engaged and committed?*

*Are you able to keep employees around and active in the long-term?*

**LET’S START!**
1. Talent Development Leads from Day One

Training and development begins with the induction and welcome process. Direction is frequently the first essential touch point for new employees. It provides a great opportunity for getting employees acquainted with the organisation – its structure, culture, values, policies, and goals. This is equally an opportunity for raising employee engagement and commitment at the start, by explaining how their position contributes to the organisation’s overall mission and business goals.

2. Invest in Training to Inspire Long-Term Commitment

Training adds value to employees and to your organisation. Furthermore the benefits of a more skilled labourforce, it also promotes the willingness of engagement and commitment. Employees who receive training get the satisfaction of mastering new skills and increasing their employability. Training demonstrates your organisation’s commitment to employees, makes them feel valued, and supports reciprocal commitment.

3. Use Performance Reviews to Optimise Job- Fit

Efficient performance reviews can help optimise job- fit. Reviews can help reveal an employee’s strengths and weaknesses. Reviews also provide information about what the person enjoys finds interesting about their job and their long-term aspirations. Expending the information to revise job responsibilities and promote people into suitable positions enhances fit, engagement, commitment, and business outcomes.

4. Set Inspiring Goals to Keep Employees Engaged

Response sessions also provide an opportunity to link employees’ job objectives to organisational objectives. Undertaking this strategy benefits employees to keep broader objectives in mind, shows that you recognise their value, and encourage commitment. Involving employees in the goal-setting process is a great way to enlighten commitment and engagement. When employees have input, they’re more likely to identify with and actively work towards organisational goals.
5. Learn to Recognise and have Confidence in Experience

Experienced employees are your most valuable assets. Not only do they have useful skills, they can also function autonomously, manage projects, and train other employees. Learning to recognise, acknowledge, and rely on their expertise increases their feelings of value and self-efficacy. It also increases organisational efficiency. Some employees know what they do better than their managers. Leverage that. Give them more autonomy and allow them to oversee projects. This allows you the time to diversify or move forward to other goals. If they intend to leave or retire at some point, make sure they pass on their deep knowledge to others so you don’t lose the benefits of their expertise.

Let's Look at Your Organisation...

Do you provide strategic insight regarding leadership applicants that will assist in predicting job performance?

Improve the quality of your new employees and their fit into your organisational culture
- Increase talent retention
- Increase executive satisfaction and productivity
- Coach leaders to maximise their strengths
- Develop career paths for your leaders
- Determine your future leaders
- Improve your company’s bottom line

The process of intelligently choosing, keeping and motivating staff is one of the most difficult tasks a company can face. We coach you in creating a custom benchmark that reflects the individual needs for the position, organisational culture and position fit. Benchmarks serve to show where an ideal applicant will score on that assessment.

The training leads you through the process of selecting, short-listing and scoring of applicants while providing you with valid and reliable means to generate a hiring choice.

Applicants can hide behind resumes. Think you have the perfect interview question? Discerning applicants have the perfect answer. Our interviewing and hiring training provides you with the strategies to know the whole applicants profile.
Learn how to
DISCOVER THE RIGHT HR
TALENT POOL FOR YOU!

GSTA’s training classifies the overall Learning Speed, Motivations, personality and Interests of an applicant. We assist in designing interview questions and responsive instincts. Know the right questions to ask to help determine whether the applicant is an appropriate fit for your organisation.

We Examine the Top Five Trends Transforming HR

The workforce is changing rapidly – becoming younger, more diverse, and more technologically adept. At the same time, human resources management has been evolving to capitalise on these trends. If you’re looking to compete in the talent market, you may want to pay attention.

1. Workforce Segmentation
2. Data-Driven Talent Management
3. The Contingent Workforce
4. Global Talent Acquisition
5. Advances in Technology

Has your company felt the impact of these trends? How have your efforts transformed in response to the changing workforce and advances in technology?

Three Ways to Harness Mobile for Talent Acquisition
1. Create a mobile career website or career app.
2. Use social networks.
3. Employ video.

What is Socialisation?
The first phase of socialisation focuses on the new employee and the individual differences they bring to their new position. A new employee affects and interacts with the socialisation experiences imposed by the organisation to produce both short-term and long-term effects of new employee attitudes, behaviors, capabilities, and performance.

ENROL and ENHANCE YOUR ORGANISATIONS TALENT HR POOL!

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