



## **Talent Toolkit a bite size guide**

This bite size guide has been produced to provide a quick reference for the Talent Grid which will help to support succession planning and career development for all employees throughout the council. To find further information on how the Talent Grid works and how you can gauge the potential in your people, or yourself, read the full Talent Toolkit guide here [Darlington BC - Development and Performance Supporting Documentation](#)

At DBC we believe that everyone has talent, we need to understand what that talent is, so that we can unlock the potential in our people. The Talent Grid is a simple, effective tool that can be used to support the Council's talent management and succession efforts by: –

- ✓ Reflecting that everyone has talent but are at different stages of their career journey.
- ✓ Helping to identify current training requirements and plan our training schedule.
- ✓ Identifying employees with the potential to develop and move into new roles.
- ✓ Help identify employees who will benefit from development.
- ✓ Understand what people's short- and medium-term plans are to minimise impact on teams.

### **Succession Planning and what is the Talent Grid?**

The purpose of the Talent Grid is to:

1. Inform your management team and HR of your personal career aspirations; and
2. Provide direct information on potential succession planning solutions by identifying the critical positions and developing action plans for individuals to potentially take on those positions.

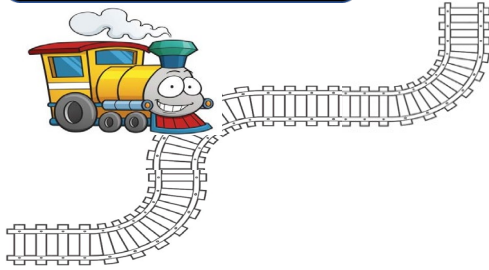
The Talent Grid covers the entire employee lifecycle, so it is simple for employees and managers to identify which descriptions best describes where they are during discussions.

This enables us to gain an understanding of what our succession planning landscape looks like, allowing us to understand people's career aspirations and their ability to develop into which roles and in what timeframe.

So what are you waiting for? Go ahead and check out the Talent Grid on the next page and see which you believe reflects you best considering the additional information within the Talent Toolkit and outcomes from your On Track Talks.

## Team Performer

I am working well in my role and I want to stay where I am



## Developing Talent

I want to be here

I am here and want to move up in the organization



With development, progression may be possible within 18-30 months



## High Potential

I want to be here

I am here and want to move into a bigger role



With development, progression may be possible within 12-18 months



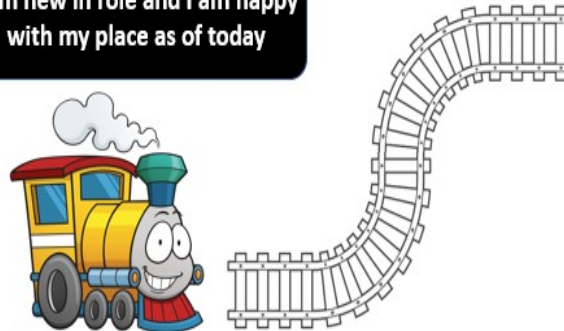
## Developing Performance

I am currently receiving support in my development and considering other roles



## New in Role

I am new in role and I am happy with my place as of today



## Emerging Talent

I have potential to develop into bigger role, but I am still growing into my current role

