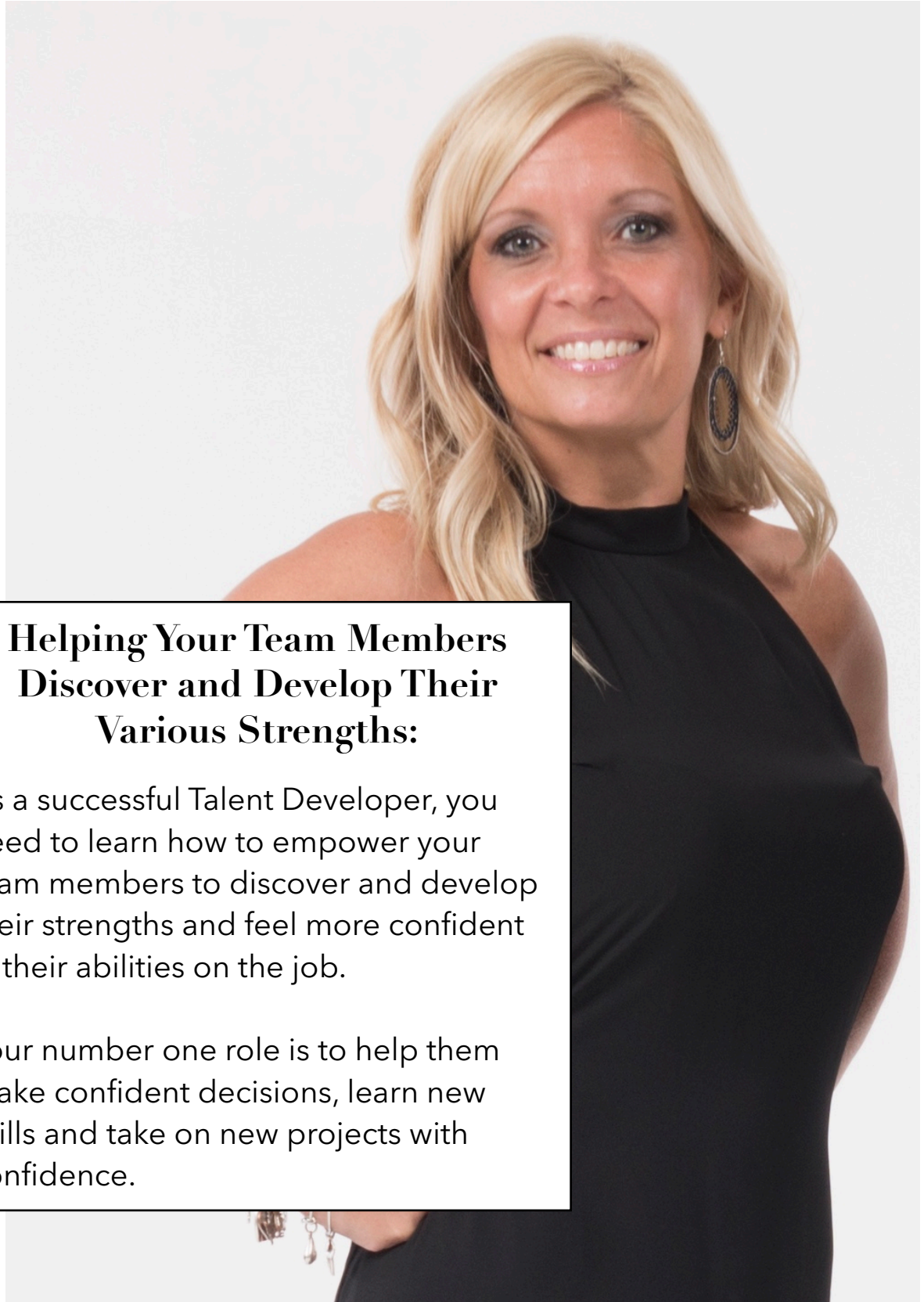


Philip Pelusi Talent Development

Educational #1



Helping Your Team Members Discover and Develop Their Various Strengths:

As a successful Talent Developer, you need to learn how to empower your team members to discover and develop their strengths and feel more confident in their abilities on the job.

Your number one role is to help them make confident decisions, learn new skills and take on new projects with confidence.



Helping Your Team Members Discover and Develop Their Various Strengths:

Your Role as a Talent Developer:

Maybe you've seen them; the one employee who is doing extremely well in their job. Are they ready to take on more responsibility? Perhaps they are. Or maybe they are very close but need help discovering and developing their strengths so they become more confident. This is where you come in as the Talent Developer.

You will most likely be the one to encourage them to build their strengths and gain more confidence in themselves. By helping your team members grow within the company you are empowering them to take on more responsibility and to make better decisions. All of which helps them create success and income development.

How do you empower them?

1 Begin by helping them learn and develop their skills.

If they feel like their skills are being under-utilized, they may begin to doubt their abilities. Help them improve their abilities and learn new skills so they can play a strong role in servicing the Guests that come into the salon. Make sure they are aware of the training and classes that are available to them. Allow them time to work on their skill sets when they have downtime in the salon. It will go a whole lot further in building their confidence and comfortability as opposed to having them fold towels and ripping foils.

2 Delegate specific tasks to help them grow in areas they want to pursue

This requires you to know what they are passionate about. Be sure that you know what they have put on their "Getting to Know You" form. This will show them that you really are interested in knowing them as a person and what their interest are. Don't leave them to their own devices in unfamiliar territory. Stick close by them until you see they no longer need your guidance.

Your Role as a Talent Developer:

3 Continue empowering your team members' confidence by being supportive of them.

Build a strong foundation by connecting one-on-one with individuals. Really listen to their concerns and show them how much they have progressed and grown. This should be done on a daily basis if possible.

As the Talent Developer, you will have influence over helping them to develop the type of Guests who wants the services that they are passionate about doing. Show them how to attract those Guests through using the Referral and Build-A-Book programs. Show them how to attract more of those type of Guests by showcasing their best work on Social Media and the importance of branding themselves stylistically by the work that they post. This will help to build someone's confidence, giving them work they are good at and will be interested in. Their confidence and motivation will bloom when they have a chance to use their skills doing the type of work that they really want to do.

4 Let them know what your expectations of them are from the very beginning.

They need to know what the end goal is for any project or undertaking for them to feel truly empowered. Be sure to clearly share what the short-term and long-term plans are for the salon and the company and for each project they are asked to do.

5 Give objective feedback regularly.

Let your team members know how they are doing and what they can do to improve. Always have a plan in mind when attempting to give feedback to a creatively minded staff member.

6 Create an environment that encourages your team members to grow and learn new skills.

This means that they must be comfortable that the salon is a blame and embarrassment free zone. Your talent must feel that when they step out of their comfort-zones in order to grow, that any possible mistakes and failures will be handled discreetly, professionally, and as a learning experience.

7 Give your advice when it's needed or asked for.

Be available for your team members by making it easy for them to ask questions or get your feedback on something. Always let them know you are happy to answer their questions

As successful Talent Developer, you will watch you team members discover and develop their strengths and feel more confident in their abilities on the job.