



Cracking the Code: How Organizational Growth and Consciousness Shape Talent Development

As a talent development professional, you're in the business of cultivating the potential of your organization and its people. Organizations actually grow and change in predictable ways, moving through six stages of development as well as emerging levels of consciousness. Each shift requires new skills for the organization's leaders and employees.

Knowing how to identify where your organization is and more importantly, the next stage it is growing in to will help you anticipate business needs and be ready with the right talent solutions. In addition, organization growth and consciousness directly shape many aspects of the talent lifecycle from recruitment/acquisition to learning to professional development. And these elements directly influence employee engagement and retention of your top talent.

Dr. Britt Andreatta, author of several best-selling books and courses, will share groundbreaking research on organizational change and how it is shaping the future of global talent development. Discover exciting new ideas from organizations around the world that are successfully navigating the newest frontier. Leave with strategies for developing your talent to achieve your org's future.

In this interactive session, you will:

- Explore the latest research on organizational development and its implications for your talent
- Map your talent development needs to phases of organizational growth and consciousness
- Proactively identify upcoming talent needs so you can design the best solutions

This 75-minute keynote includes three 5-minute discussions where participants apply the concepts and model to their organization. With 90-minutes, this keynote can be customized to include some high-level information on how to raise the consciousness of your organization.

With 120-minutes or more, participants can be guided through deeper level analysis and application or you can choose additional content/research from Britt's catalogue including the following topics:

- *Wired to Grow: The Neuroscience of Learning*
- *Wired to Resist: The Neuroscience of Change*
- *Wired to Connect: The Neuroscience of Teams*
- *Create a Growth Culture and Unlock Your Organization's Potential*
- *The Future of Learning: New Developments in Learning and Talent Development*
- *More...*