

**Action Steps**  
**Talent Development**

1. How does your organization foster its emerging talent? What does your organization currently do to keep and develop its emerging talent? Are there some practices that have recently fallen by the wayside?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

2. Brainstorm three (or more!) ways that you could integrate the core components of a successful development program into your workplace, regardless of budgetary constraints.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Here is your takeaway: Use the first list to remember the practices your organization has fostered in the past. Are you still utilizing them? Use the second list as a "to do" list for moving ahead, and fostering the talent that will take your organization into the next era.