Discussion Question

[Name of the Writer]

[Name of the Institution]

Discussion Question

**Q. 1 Synthesize the key characteristics of an effectively managed talent pool for leaders. Justify how you would initiate and maintain this talent pool of potential leaders.**

Being adaptive to change is an important aspect of business that is often neglected by many organizations (Rothwell, 2010). How an organization cope with critical transformation will determine whether it will strive or dive (Rothwell, 2010). Apart from having ample resources at the disposal, a consensus is required at all managerial levels when bringing in new leadership (Rothwell, 2010). Organizations must identify the most promising candidates and groom them accordingly. The first step in creating an immaculate leadership training program is to have well-defined and well-organized functions and skills that would enable an individual to perform brilliantly (Rothwell, 2010). Secondly, in a business environment where employee retention is a fundamental issue, it becomes imperative to have the vision of the future leader aligned with the company’s vision (Rothwell, 2010). Vision alignment helps leaders to promote the company’s vision among their staff with every task and function. Lastly, HR and senior management of an organization should work collectively to build the capacity of the prospective future leaders by identifying areas for improvement (Rothwell, 2010). The HR and senior management of the organization must be involved equally in the process to achieve the goals- selection and development of future leaders.

**Q.2 Discuss an approach to engagement research that would encompass the necessary components to your profession or industry. Itemize the areas that must be considered in the future talent pool.**

It is incumbent on the organizations to build a distinctive corporate culture where the goals and values of the managers are in line with other departments (Blass, Knights & Orbea, 2008). Distinctive culture not only elevates the confidence of existing employees but also motivates newer employees. Employees that have been made part of the talent pool must not be complacent. Instead, they must continuously work towards polishing and refining current skills and acquiring new skills that would help them to excel in the future (Blass, Knights & Orbea, 2008). The progress of the employee must be reviewed regularly to ensure it is on par with the developed leadership program (Blass, Knights & Orbea, 2008). Moreover, the organization must keep its requirements of talent pool on par with the changing business scenarios (Blass, Knights & Orbea, 2008). For businesses to successfully achieve both long term and short term goals, they require capable employees both today and in the future. Apart from addressing the staffing needs by hiring new employees, companies must vest their trust in the current shining employees (Blass, Knights & Orbea, 2008). Certainly, the talent pool helps to manage talent according to the changes and growth of the business of the corporation.

**References**

Blass, E., Knights, A., & Orbea, A. (2008). Developing future leaders: The contribution of Talent Management. In Leadership learning (pp. 181-199). Palgrave Macmillan, London.

Rothwell, W. (2010). Effective succession planning: Ensuring leadership continuity and building talent from within. Amacom.