

Identifying & Nurturing Talents

Specific roles/
programmes
(e.g. BAME)

Learning &/or work place
opportunities to help people
to develop and use their
superpower

“What is your super-power?”
*“What makes you, **you**?”*

*How can I help you be as well as possible
and be more of your unique self in your work
now and in the future?*

ICS/Organisations ask:
*Where do we need positive action?
How can we create this?*

Directorates/Organisations ask:
*What opportunities do we need to
create? How can we do this?*

Managers ask:
*Who are you? How
can I help you to be
your best?*