Module 01: Check-in to Talent management 4.0

Worksheet 01.1 - First steps to define talent

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**Project Name:** Bridging the gap between VET and business: Modern talent management and analytics 4.0 for SMEs in Europe  
**Project Acronym:** Talent 4.0  
**Project Number:** 2018-1-AT01-KA202-039242

# Step 01 - Braindump

We start with a simple method that is used at the very start of every creative process, a braindump.

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| Perform a 5 minutes brainstorming regarding the term “Talent”. Write down everything that comes to mind in form of a list below. |
| * Thought 01 * … |

# Step 02: Structured brainstorming

Now the time has come to guide your creative potential in a more systematic way. Follow each step as described below. This exercise should not take longer than 10-15 minutes

|  |  |
| --- | --- |
| 1. Think of your company and your staff. What are the key features of a good member of staff? This can be a lot of things (social skills, specific expertise, management skills, etc) | 1. If you think of high performing members of staff. What makes them outstanding? How do they differ from a “good” colleague? List their features/differences below. |
| * Feature 01 * Feature 02 | * Feature 01 * Feature 02 |

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