



**ARIVU**  
Empower • Innovate • Perform

## **Creating and Developing Your Perfect Team (1 or 2-days)**

Hiring the right people, creating the perfect team, keeping them motivated and sustaining talent development can be the hardest thing to juggle. It can be seriously expensive in terms of time and resources, as well as loss in your own personal reputation if you get it wrong. Why take the risks? This course is essential to avoiding the pitfalls and getting it right first time.

This highly practical course provides a step-by-step approach to the recruitment and selection process, with tips and techniques to help you to structure interviews, ask the critical questions and present your company in the best possible light. The ultimate aim of the course is to give you the confidence and re-assurance that you've recruited the right people who are the best match for the role and the team.

### **What you can expect to gain:**

#### **Understanding what you need and whom you need**

- Strategically defining the right objectives
- Analysing the strengths, skillsets, talents and experiences needed to meet the objectives and get the job done
- Closing the talent GAP
- How to complement team strengths and safeguard weaknesses
- Using Belbin Team roles to recruit, identify strengths and weaknesses

#### **Attracting the Right Talent**

- How to complete an effective job analysis
- Defining the recruitment and selection process
- Head-hunting the right people with the right skills
- Understanding what specific strengths are needed for the team to be formidable
- Using the right psychometric tools to analyse roles and responsibilities

#### **Developing and Sustaining Talent**

- Developing, supporting and nurturing your high potential employees
- Sustaining and motivating excellent performance/performers
- Effectively managing poor performers for improved results
- Creating development strategies and methodologies for continued success
- Retaining talent – maintaining the 'stretch' opportunities for high performers and minimising boredom and other similar reactions
- Understanding why people stay, develop and grow with organisations

[www.arivu.co.uk](http://www.arivu.co.uk)

**Innovative & Impactful Coaching & Consulting Services  
To Transform Your Business**



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**Leading, Delegating, Motivating and Coaching your Team**

- When to manage and when to coach?
- Setting performance standards and key performance measures
- Reviewing performance against standards
- Providing accurate and timely feedback
- Tips and techniques for developing effective coaching skills

**Personal Development**

- Formulating an action plan

**What others have said about these courses:**

*“A very interactive and engaging course. It has saved me so much time and money and I now have the perfect team that can meet the organisation’s objectives quickly and easily”.*

*Chris Robinson, Team Manager, Janssen CILAG*

**To find out more about this course or to enquire about prices, training dates and locations, please contact us on **0871 237 6767** or email us at [info@arivu.co.uk](mailto:info@arivu.co.uk)**

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