

Talent leadership

[Business](#), [Management](#)



Talent Leadership This is an essential and a critical part in an executive role where the mind has the ability and competence in areas of leadership and one is capable to manage any task assign to him. Talent leadership means that an individual should be aware of the talent, should be able to review its definition, should be able to identify, and also should be able to deploy the talent. Leadership is all about behavior and not by position or title since it is a critical role where a leader can play in engaging, retaining the talent at the top, hiring, and developing.

High performance talent leadership is attained by using the critical roles in talent leadership aiming at success, and in this part experience matters a lot. Members are skilled with the following attributes; good relations with other team members, able to compel clear vision and goals well coordinated roles and relationship, with good accountability. The team tends to have a positive atmosphere, effective methods of communications, good in making the decision, and leaders participate fully.

The graph below represents the leadership performance on the y-axis and the leadership potential on the x-axis. Combination of both axis helps in explaining the high performance in an organization when following the leadership talents to maintain his performance.

HighHigh Performance

High potential

Potential

LowperformanceHigh

High performance model in an organization is talent leadership. They are

much effective where the members have a set goal and knowing their purpose. Leadership talents form the basis of the high performance in an organization or a business. On the other hand, experience contributes a lot in maintaining the performance. In this model, it is a proper to state that, the level of talent leadership in the organization is high, and skills to this are also highly considered since the organization need to prosper and maintain the highest performance from its competitors.

In my model, there are more skilled executives from the lower grounds as compared to other models. For instance, a model may only consider Performance of talent leadership in high levels and put less regard on the lower part of it. Putting considerations on the skilled executives and the staff in general, help the organization to have a strong foundation. This is the kind of model I would recommend to use and advice other organizations to prefer to it, for it is easy to manage in the attaining of a high performance talent relationship.

The ROI in my model will be very high since there are many skilled personnel who have the knowledge in driving the organization forward, and also due to the high performance, the competitors will not find a way in breaking the record of the organization. The new technology of the organization will also help it to raise the ROI. Organization should train the members on how to deal with problems arising, and leadership development should not focus much on developing high levels of self awareness since it is the killer of the organization. The organization should effectively focus on other areas in which would bring a change towards the talent leadership.

The Ken Blanchard companies have helped in developing leaders with the

ability to set goal and individual to improve development in an organization creating a leadership language.

Work cited

Mattone, John, and Luiz F. Xavier. Talent Leadership: A Proven Method for Identifying and Developing High-Potential Employees. New York: American Management Association, 2013.