

# Successfully Engaging, Retaining and Developing Your Young Talent

*"There has never been a greater need to invest in early talent development programmes. High vacancy rates, low unemployment and decreasing participation are all creating a shortage of talent for employers. A strong, retained, early talent pipeline is how employers can help meet their future resourcing needs."*

Institute of Student Employers' Development Survey 2022

**How strong and retained is your early talent pipeline?  
How confident do you feel about your early talent pipeline strategy?**

**Would you like to take time to reflect on your success, access some insightful, contemporary strategies and take away some useful actions?**

Our one-day workshop focuses on topics such as:

- Effective young talent onboarding
- Support systems for young staff
- Developing resilience in our young employees
- Getting performance management right from the start
- Ensuring younger team members contribute to decision-making
- Creating inclusive, positive cultures

This highly interactive, one-day course is designed for any organisation that wants to focus on the working experience and engagement of their young talent.

Contact us today for a no-obligation discussion about dates of courses or booking support for your organisation.

Contact Nicole on 07754 044373 or [workingtogether@noothinking.co.uk](mailto:workingtogether@noothinking.co.uk)

Contact Claire on 07802 290910 or [claire.jarvis@workinharmony.uk](mailto:claire.jarvis@workinharmony.uk)

## Course Leaders

Experienced consultants Nicole Godetz and Claire Jarvis have teamed up to co-design and deliver this interactive course face to face or virtually.

Nicole and Claire form a powerful partnership with their considerable knowledge and expertise gained from leading teams in different sectors, as well as their respective skills in communication, facilitation, coaching and mediation.





### About Nicole

Nicole brings a breadth of experience as a Coaching Expert with proven expertise in training, facilitation, and change management. She is highly recognised as an open, warm and honest communicator, using intuitive listening skills and acute emotional intelligence.

Nicole has over 30 years of experience working with young people, in education, the youth sector and the workplace.

Nicole specialises in driving a strong, collaborative mentality to bring teams together and encourage reflective thinking, through her consultancy, Noo Thinking.



### About Claire

A former Director of Communications and Executive Management Board member of Siemens plc, Claire has a deep understanding of team dynamics, culture and communications. An experienced facilitator, she is also a trained team relationship coach and workplace mediator who now focuses on supporting organisations to create cohesive, engaged, high-performing teams through her business, Work in Harmony.

## Our Sector Experience

### Nicole:

Sector experience includes education, local government, social care, architecture, property development, start-ups, charitable sector, youth sector, tech and 4th Industrial Revolution

### Claire:

Sector experience includes energy and renewables, transport, manufacturing, IT outsourcing, telecommunications, healthcare, financial services, and agriculture

