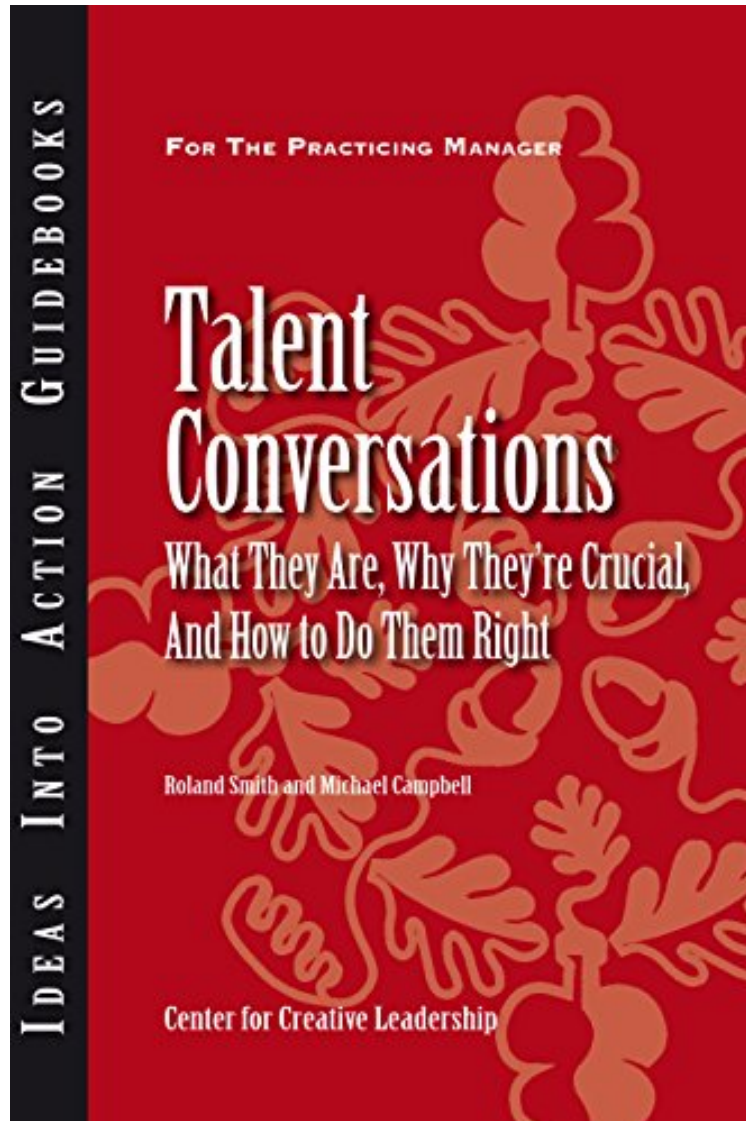


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Individual leaders can have a significant amount of influence over the development of organizational talent. One of the

simplest yet most effective ways to develop others is the talent conversation - a way of building on relationships that are based on rapport, collaboration, and mutual commitment in order to help the individuals you lead improve performance, focus development, and reach positive outcomes. Learn how to prepare for and facilitate effective talent conversations by using the Center for Creative Leadership's development framework of assessment, challenge, and support.

About the Author Roland Smith is a senior faculty member at CCL's Colorado Springs campus. He teaches the Leadership at the Peak program and several custom programs. He directs research dealing with global talent sustainability and senior executive success. He holds a bachelor's degree in finance and a master's degree in instructional and performance technology from Boise State University, and a Ph.D. from the University of Idaho. Michael Campbell is a senior research analyst at CCL's Colorado Springs campus. He conducts research on talent management and succession management, and manages CCL's leadership assessment database. He holds a B.S. in business and marketing from the University of Colorado at Colorado Springs.