



## Top Talent Development

JohnsonDiversey are a global cleaning and hygiene products and solutions provider, with approximately 1,000 employees in the UK.

JohnsonDiversey utilised Novations' TalentDevelopment® programme for their High Potentials and Sustained High Performer groups in the UK business.

The High Potentials participated in the 360 Feedback survey and then had individual TalentDevelopment sessions with an expert coach/facilitator, working through the TalentDevelopment diagnostics, exercises and their personal 360 feedback report. The outputs were a tailored individual development plan including specific developmental actions. The participants and their line managers committed to continuing the dialogue and accomplishing their developmental actions.

The Sustained High Performer groups completed the 360 feedback survey and then participated in group TalentDevelopment workshops, led by an expert facilitator (Rebecca Holden).

In total 84 people participated in the 360 Feedback survey and TalentDevelopment workshop or series of 1:1 sessions.

The participants highlighted the 360 Feedback survey, discussions on Career Plateauing and their contribution to the organisation; and the peer coaching as the most valuable aspects of the workshop.

The outcomes included:

- 29 people (35.8%) have achieved a desired promotion within 1 year of their TalentDevelopment workshop
- 96.4% retention of Talent Development participants (only 3 individuals had left the company within 1 year of their participation in this process)

Other feedback included:

- “The workshop has helped me realise that I don’t necessarily need a promotion to increase my expertise and influence, and that I can contribute a great deal more within my current role”  
*National Account Manager, Age 44*
- “I really found the whole process useful and (it) has certainly given me greater clarity around my future and how to achieve it”  
*Management Trainee, Age 24*
- “I woke up on Saturday morning (following the TD workshop) feeling very positive. Your enthusiasm and support has certainly given me hope for the future!”  
*Marketing Specialist, Age 36*