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## **Want to Use the Template for Talent Discussions?**

**--Missed the Orientation Session? Recording Now Available on Cal-ICMA website--**

Cal-ICMA recently released a new template to guide talent discussions undertaken by the executive teams of local government agencies. The online fillable template is aimed at helping City/County Managers and their Department Heads spot talented individuals in their organizations and identify growth activities to accelerate their development.

Two virtual orientation sessions were conducted on January 16 and 17 for agencies wishing to use the Template and related materials. For those potential users who missed the orientation session, a recording on how to best utilize the template and suggested practices is now available on the Cal-ICMA website at: <https://www.calicma.org/talent-initiative>

The simple template form is intended to help executive teams:

- ✓ Identify emerging leaders and other talented professionals in their agencies
- ✓ Provide development conversations and learning and growth opportunities
- ✓ Retain the organization's talent

On the website, Cal-ICMA is providing three related documents, including:

1. A simple online fill-able form and suggested guidelines for its use by chief executives and their department directors
2. A sample completed form
3. A Menu of Development Activities

The three documents can also be accessed on the Cal-ICMA website at <https://www.calicma.org/talent-initiative>

One of the users of the template, Kevin Woodhouse, City Manager of Pacifica, summarized his team's experience using the template: "This template offered by Cal-ICMA has helped our Department Heads assess in a structured way our organization's talent pool and grow our emerging leaders from within. I encourage other City Managers across the state to utilize this approach."

For more information, contact Frank Benest, member of the Cal-ICMA Talent Development Team, at [frank@frankbenest.com](mailto:frank@frankbenest.com).