

# CHOICES ARCHITECT

## DR. LAWRENCE P. CLARK

### *CHOICES ARCHITECT: High Potential Identification*

CAN YOU IDENTIFY HIGH POTENTIAL / LEARNING AGILE INDIVIDUALS THAT ARE CRITICAL FOR YOUR ORGANIZATION'S LONG-TERM SUCCESS?

#### **Purpose:**

The CHOICES ARCHITECT® and Learning From Experience™ (LFE) Interviewing Guides are research-based tools designed to help you measure learning agility. Research has shown that what separates the best from the rest is learning agility—the ability to be resourceful in the face of change. Identifying “learning agile” job candidates and employees within your organization will help you effectively implement succession planning and development efforts, critical for long-term success of your organization.

#### **Objectives:**

- Recognize the importance of learning agility in identifying high-potential talent
- Identify research behind the tools and the mechanics of using Choices Architect® sort cards, paper surveys and e-surveys
- Explore techniques for assessing or balancing learning-agile teams
- Apply methods for validating high-potential talent for use in succession planning
- Match people to development assignmentology, and aid development feedback and coaching processes
- Detect Learning Agility during the interviewing process

#### **Results:**

Identify learning agile individuals more easily within your organization, and effectively implement development and succession planning.

#### **WHO SHOULD ATTEND?**

HR/Talent Management/OD Practitioners who wish to learn more about Learning Agility, including the benefits of identifying learning agile individuals within their organization to support succession planning efforts

#### **Course Materials:**

Choices Architect® Sort Cards and User Manual,

sample paper Choices Architect® surveys and questionnaires with scoring instructions, sample eChoices reports, FYI for Talent Management Book, Learning From Experience guides, Learning from Experience Certification Manual, The Leadership Machine Book, 100 Things You Need to Know Book, and 50 More Things You Need to Know Book

#### **Registration Fee:**

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