




*There is a high possibility that your mind will distract you from reading this document and suggest that you focus on other matters in your hectic day.*

*But if you have the courage to hold your curiosity steady and read on, you will find our reflections on leadership and the challenges your talent faces.*

*Dive in, the world will keep on turning.*

**TALENT ADVISOR**



An aerial, long-exposure photograph of a multi-lane highway. The image shows light trails from vehicles, creating a sense of motion. The colors are predominantly blue and green, with some red and white from lane markings and barriers. The highway curves through the frame.

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# You and your organization need to prosper

In the fast-paced and complex world of business, there is a new sense of urgency in organizational cultures, visualizing that change must be instantaneous to be a benchmark or simply survive.

Leaders' attention turns to:

- » Staying relevant with customers by using technology and product innovation to create precise, smooth service experiences.
- » Be hyper-flexible leaders to challenges, shaping their plans, teams and processes to maintain an agile and productive operational tempo.
- » Uber-develop their leadership capabilities by being more integral in managing their talent, partners and community.
- » Guide their teams through a magnetic purpose that contributes to the common good of society and the planet.



A **strategic opportunity** today is to invest in your talent.

Several global studies indicate that the leader of the future is the one who integrates his or her business vision with talent management. The leader of the future opens himself to the possibility of observing his organization as an ecosystem\* and builds an alliance with his internal talent, visualizing it as a business partner. This new vision disables the belief that talent is an input for operations and that organizational prosperity is exclusive to the business and all the elements of the ecosystem.

These data support our thinking and proposal:

**55%** of CEOs say that **developing the next generation of leaders** is their top challenge.

Out of 900 multinational organizations surveyed, 52% were planning to expand their operations within the next few years, but **only 16%** reported having enough globally ready **leaders to fill their critical roles.**

- DDI's Global Leadership Forecast 2021

\* Business immersed in a platform of interdependent services that enables greater agility, scalability and collaborative interdependence.





# Your organization is built on what your **talent** thinks, acts and feels

The next generation demands a brand of leadership that connects the leader's actions with customer expectations. In response to this demand, companies must invest in their leaders and in internal programs for their talent to transform the company. Their investment will lead them to create the following engagement formula:



**Believing:** Creating a connection between the leader's purpose and the company's, being a pathway to its fulfillment.

**Becoming:** Talent learns and grows by engaging in internal activities, which enables their hunger to pursue new opportunities and contribute to creating social and environmental impact.

**Belonging:** Talent has a personal identity that seeks to develop new relationships in the ecosystem, making their social interactions diverse and inclusive.

In leadership brand development, working with Talent Advisor is a strategic choice for today's challenge.



# TALENT ADVISOR

We are a talent management consultancy for senior executives and companies seeking to develop their leaders in environments of constant change and challenge.

Our advisors serve as an allies of thought and action, connected to the challenges and opportunities of leadership in the management of senior teams.

We distinguish ourselves by offering **3 elements in each interaction**, thus creating an Uber-development in the leader's capabilities:

**Knowledge.** Inducing cognitive and emotional intelligence, to face challenges and opportunities in transitions.

**Self-awareness.** Provoke honest dialogues that offer greater openness and flexibility of mind.

**Partnership.** Accompany the progress of the challenge that the leader-organization has outlined, creating conversations and solutions that generate value.

Our team is made up of consultants with strong strategic capabilities, talent solution architecture and executive coaches. We have accompanied leaders and teams in startups, family and global organizations in their leadership development, to become more aware of their impact and contribution.

## **The profile of our advisors is high:**

More than 20 years of experience in Human Resources, Leadership and Talent Management.



Our purpose is to **raise the level of leadership in the world**, one interaction at a time.







# Today you win, by **collaborating**

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These are the solutions Talent Advisor offers to the world:

- Leadership **consulting** and senior talent management
- Development of **high performance teams**
- Executive **Coaching**







## Leadership **consulting** and senior talent management

- We design programs and workshops ad-hoc to the personal or organizational leadership challenge.
- We create interventions for key talent management (Phases: Identification and Development) where leaders are empowered in the decision of team building.
- We propose talent processes and tools that complement the internal practices of the Organization.


## Development of **high performance teams**

- We build learning experiences to improve the social skills of team members.
- We create spaces for self-knowledge in those elements that must be accelerated for a better group performance.
- We co-create social contracts among team members to improve their collaboration and coordination in ambiguous, uncertain and volatile environments.



## **Executive** Coaching

- We propose programs with elements of executive coaching to define and measure the progress of the goal to be developed.
- We offer tools and customized sessions to broaden awareness and enable Uber-capability development.
- We create support networks that accompany the participant after the program, to ensure a sustainable evolution of their new capabilities.



*If we change minds and ignite hearts, we will transform organizations.*

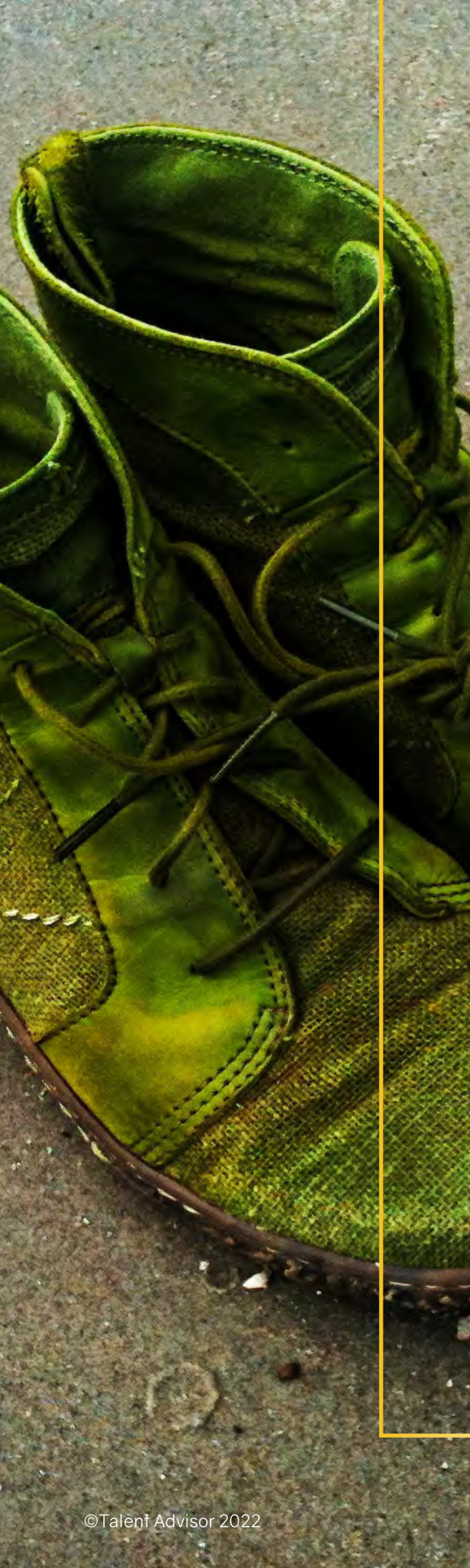
In my +20 years of experience I have accompanied several entrepreneurs and global leaders in their challenge to raise their leadership capacity. I want to share with you one of my learnings that may help you to expand your self-knowledge or connect with your feelings.

Leaders often think that, in order to develop, they must turn their attention to solving external situations (environment). Over and over again, career experiences create mastery of their individual performance skills. As a result, their careers explode to new horizons and professional achievements.

However, at some point in their careers, they encounter a challenge that is beyond their capacity, and as they apply their formula for success, they identify that it is no longer robust enough to achieve sustainable change. It is here, where leaders face a different challenge, the challenge to flex their thinking and explore new leadership capabilities.

The leader's challenge becomes personal, internal, and professional development turns to humbly explore their vision of themselves, to identify the elements they will choose to elevate in their leadership style. It is here that the leader once again decides to hang up the title of "beginner", and undertakes new practices on a trial and error basis.





In his progress, the leader faces several factors that demotivate him and make him enter into the dilemma of "Continue or Quit". Some of these factors are their high level of demand and pressure to perform new responsibilities with limited or no knowledge/experience, the feeling of loneliness or disconnection with others, the need to maintain an image of self-control in front of partners, managers and team, or little guidance in times of crisis.

Encouragement through a support network helps leaders stand out from the obstacles and build new social and thinking skills that empower their organization.

I write this note to tell the leaders around the world "You are not alone" when in building your leadership skills and your high performance teams.

There are people in the environment, like me, who have the vocation to accompany and develop together the opportunities in mind, heart and action. Opening up to experience is the first step...




*Ma. Luisa Velasco*

Founder of Talent Advisor



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