

Identifying and Developing Top Talent

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INTRODUCTION

At Syensqo, Managers are expected to support their team members' development, whatever their potential. Managers play a critical role in identifying and supporting top talent, as they are often the closest and best positioned to influence their development.

How should a Leader identify Top Talent?

- Use your check-in conversations to explore and discuss your team members' aspirations and their development plan.
 - Not sure what questions to ask to stimulate this discussion? Consult this [development discussion guide](#).
- Review and understand the [criteria and nomination process for the various top talent pools](#) in order to determine whether your employee may be eligible to be nominated for a top talent pool.

What should a Leader do to develop Top Talent?

Refer to the following guide to learn how you as a Manager can develop and support Top Talent:

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- [Top Talent Management at Syensqo](#)
- [Development Discussion Guide for Managers](#)
- [Development Planning Guide for Employees](#)
- [Manager's Guide to Developing Top Talent](#)