



Identifying Talent

A Focused Learning Plan

With the unprecedented challenges currently facing Higher Education, it is more important than ever to make the most of your current resources. Work through this plan to start thinking about creative ways to identify and leverage all of the talented people around you.

1. Read [“Finding the Leaders We Don’t Know We Have”](#)



30 mins



Whitepaper

To meet the challenges facing higher education, we need to start finding leaders who break the charismatic stereotype. Get started thinking creatively about who has leadership potential by reading about a program developed in the for-profit sector that may provide a model for identifying those with enormous potential for leadership who would otherwise remain invisible.

2. Watch [“Are You a Reluctant Leader?”](#)



60 mins



Webcast Recording

Often the people around us are reluctant to step up into leadership roles, despite having both the qualifications and interest. Learn some of the reasons why people may be reluctant and how to reach them.

3. Read [“Hiring and Onboarding Diverse Talent: Where are the Gaps?”](#)



10 mins



Blog

When creating a pipeline, the talent you need might already exist at your institution. Read this blog to explore 3 expert perspectives as to why recruiting and retaining diverse faculty and staff talent must be a key priority, but how it can also be challenging due to limited resources, perspective, and commitment.

4. Complete & Submit Your Final Reflection!

Please complete all of the reflection activities on the next page. Don't forget to submit your work once it's complete.



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Final Reflection

Please confirm that you've completed each of the following activities:

I have read "Finding the Leaders We Don't Know We Have"

I have watched "Are You a Reluctant Leader?"

I have read "Hiring and Onboarding Diverse Talent: Where are the Gaps?"

Then, answer the following reflection questions:

1. What are some nontraditional characteristics that you now see as fostering leadership potential? How might those characteristics help someone become a good leader?

2. Think about the challenges related to hiring and onboarding diverse talent that exist in your institutional context (e.g. limited resources, perspective, commitment, etc.). Start to detail out how you might address those challenges.

Once you're done, submit your work to receive proof of completion.

Please email your completed PDF to austin@academicimpressions.com

If you would like us to notify your supervisor of your completion of this focused learning path, enter their email in the box below.