

## **Workshop Series: Introduction to the Pillars of Talent Management**

Hosted by the Society of Classical Learning

Presenter: Erik Twist

### **Workshop 1: *Hiring & Recruitment for Excellence***

Date: September 21

Time: 12-2pm Eastern

Duration: 2 hours

#### **Introduction** (10 minutes)

- The Axiom: "A School is a Faculty"

#### **Defining Character, Competencies, and Content Knowledge** (25 minutes)

- Achieving Team Clarity
- Balancing Non-negotiables and Compromises

#### **Building the Recruitment Infrastructure** (25 minutes)

- Hospitality, Clarity, and Support as a Retention Strategy
- Tools and Systems

#### **Hiring Process Elements** (25 minutes)

- Pre-screens
- Candidate Profile Documentation
- Formal Interviews
- Teaching Demonstrations
- Social Events

#### **Transition to Onboarding and Resourcing** (15 minutes)

- Seeding Success through Deliberate Hiring

#### **Q&A** (20 minutes)

### **Workshop 2: *Meaningful Onboarding & Intentional Resourcing***

Date: September 28

Time: 12-2pm Eastern

Duration: 2 hours

#### **Introduction** (10 minutes)

- The Vitality of Pre-Start Onboarding

#### **Onboarding before Day 1 through Year 1** (20 minutes)

- Mentorship Programs
- Summer Trainings
- Check-Ins

#### **Alignment of Expectations and Reality** (30 minutes)

- Job Expectations
- How to: Identifying Competency and Content Gaps
- Constructing a Resourcing Plan

**Quarterly Reviews** (20 minutes)

- Cadence and Content
- The Connection to Teacher Satisfaction and Retention

**Q&A** (20 minutes)

**Workshop 3: *Reviewing, Firing, & Promoting with Integrity***

Date: October 5

Time: 12-2pm Eastern

Duration: 2 hours

**Introduction** (10 minutes)

- The Necessity of Deliberate Action

**From Reviewing to Decision Making** (20 minutes)

- Avoiding Knee-Jerk Reactions
- Building a Case for Termination or Promotion

**The Gravity of Meaningful Praise** (20 minutes)

- Rooted in Clear Expectations and Support

**Overview of the Talent Management Framework** (40 minutes)

- Tying Together Hiring, Onboarding, Resourcing, and Reviewing

**Q&A** (20 minutes)