

# The SPICE Framework: Developing Talent & Building Value

The Developing Talent and Building Value programmes are practical workshops. Working with “live” business challenges they provide contexts for developing and applying new skills and for sharing experience.

## Talent Development & Succession Planning

**Duration:** 1 day  
**ILM Mapping:** Level 5  
**What is to be Gained:** Connecting talent management to organisational performance, this practical workshop explores the application of the SPICE Framework as a major resource enabling the systematic development of talent that efficiently connects to organisation vision.



## Developing People in Context



**Duration:** 1 day  
**ILM Mapping:** Level 3 & Level 5  
**What is to be Gained:** The workshop explores tools and resources that explore to support 1-2-1 coaching and supervision making practical connections between job design, performance measures and the creation of value and impact through individuals.



## Developing Teams

**Duration:** 1 day  
**ILM Mapping:** Level 3 & Level 5  
**What is to be Gained:** This workshop focuses on the development of high performance teams and is based around practical, work-based scenarios applying the SPICE Framework as a resource enabling efficient and reliable team development that plays to team member strengths.



## Promoting Innovation through Diversity



**Duration:** 2 day Plus work-based Project  
**ILM Mapping:** Level 5 & Level 7  
**What is to be Gained:** There is an abundance of evidence that collaboration, connectivity and diversity contribute significantly to the potential for innovation. This workshop explores practical strategies for increasing levels of sustainable innovation.

### About the SPICE Framework

The SPICE Framework is a practical, resource with three purposes:

1. Organisational development
2. Decision-making & problem solving
3. Consistent talent development & performance management

### The SPICE Framework Simple - Accessible - Clear

Based on five simple elements & unique graphics, the SPICE Framework is designed to be applied consistently from the most junior colleague to the CEO.

### The SPICE Framework Robust - Incisive - Accurate

SPICE Framework stands up to scrutiny as intellectually robust generating, incisive and accurate results that directly impact on performance.

### The SPICE Framework Development Programmes

Within practical, work-related workshops supported by on-line and video-based resources programme themes include:

- Sustainable Innovation
- Managing Performance
- Strategy & Decision-Making
- Developing Talent & Building Value
- Core Training Programmes

### Find Out More?

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