

**DEVELOPING THE
UNTAPPED POTENTIAL
OF TECHNICAL
EXPERTS**



THE MISSION:
**HELP US UNLEASH UNTAPPED
POTENTIAL OF TECHNICAL EXPERTS
EVERYWHERE**



TONY THE EXPERT



UNIX ENGINEER

20 YEARS EXPERIENCE

“THE EXPERT”

“IRREPLACEABLE”



“YOU’RE STUPID, I’M SMART

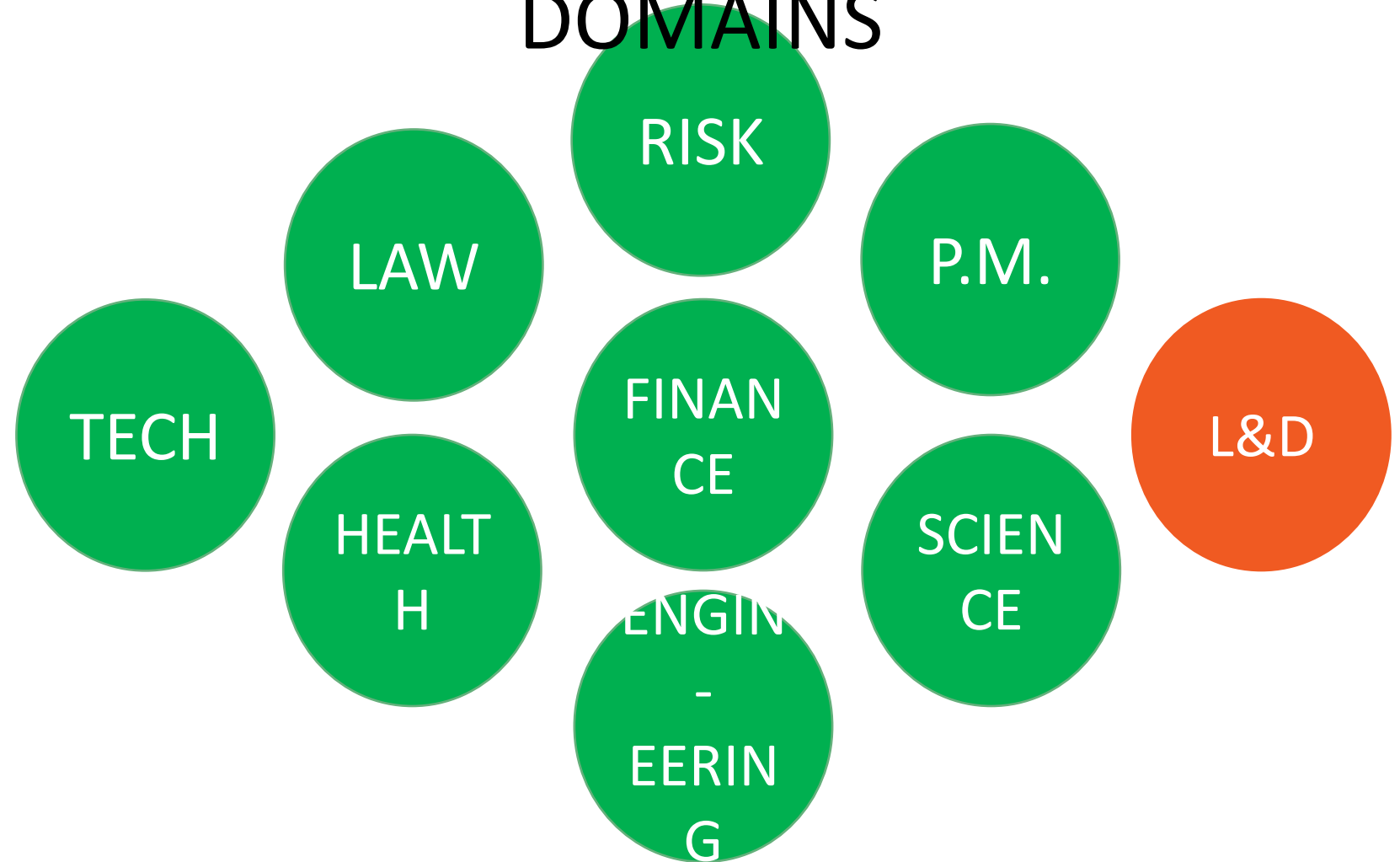
VICTIM MENTALITY

HOARDER

WRATH OF TONY



EXPERT DOMAINS



... AND MANY
MORE

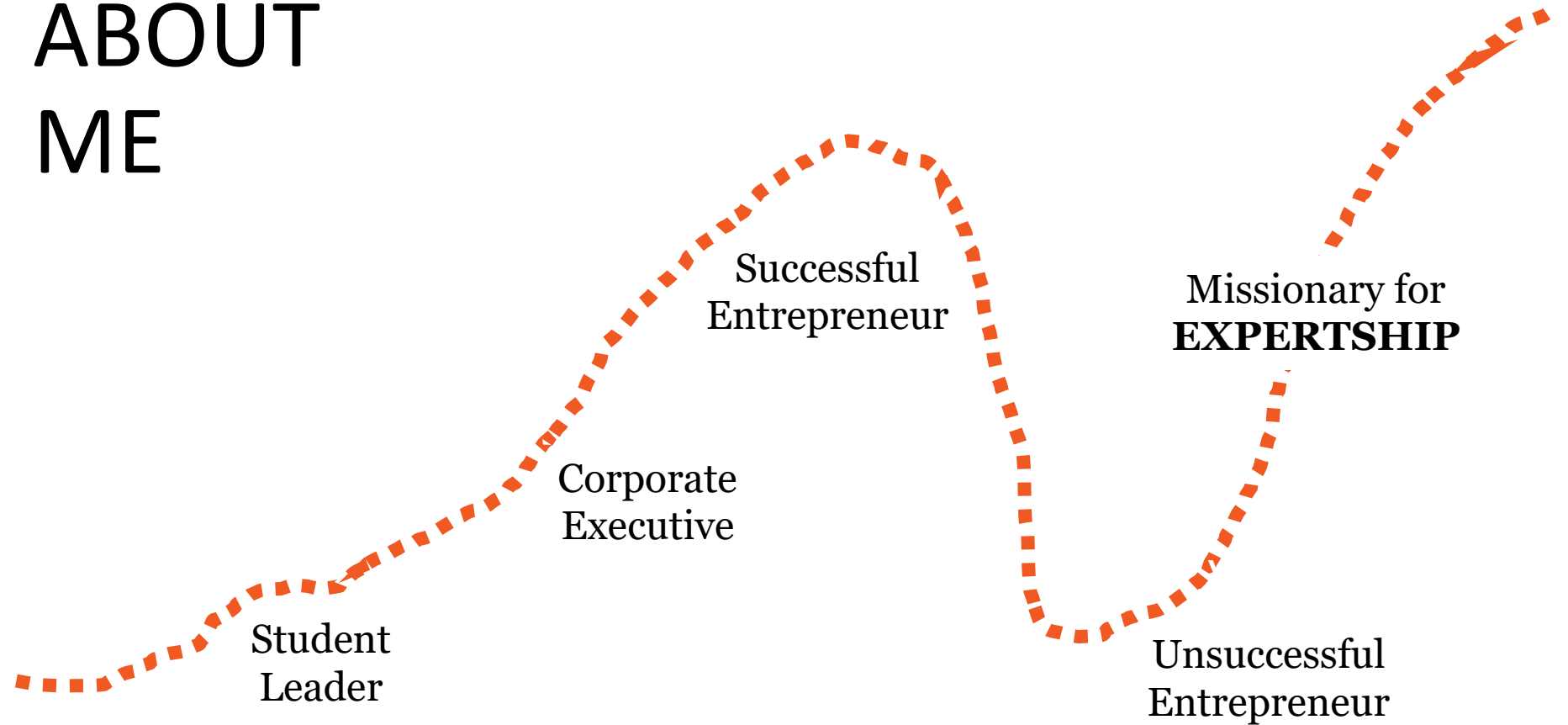


THE WAY TONY WAS:

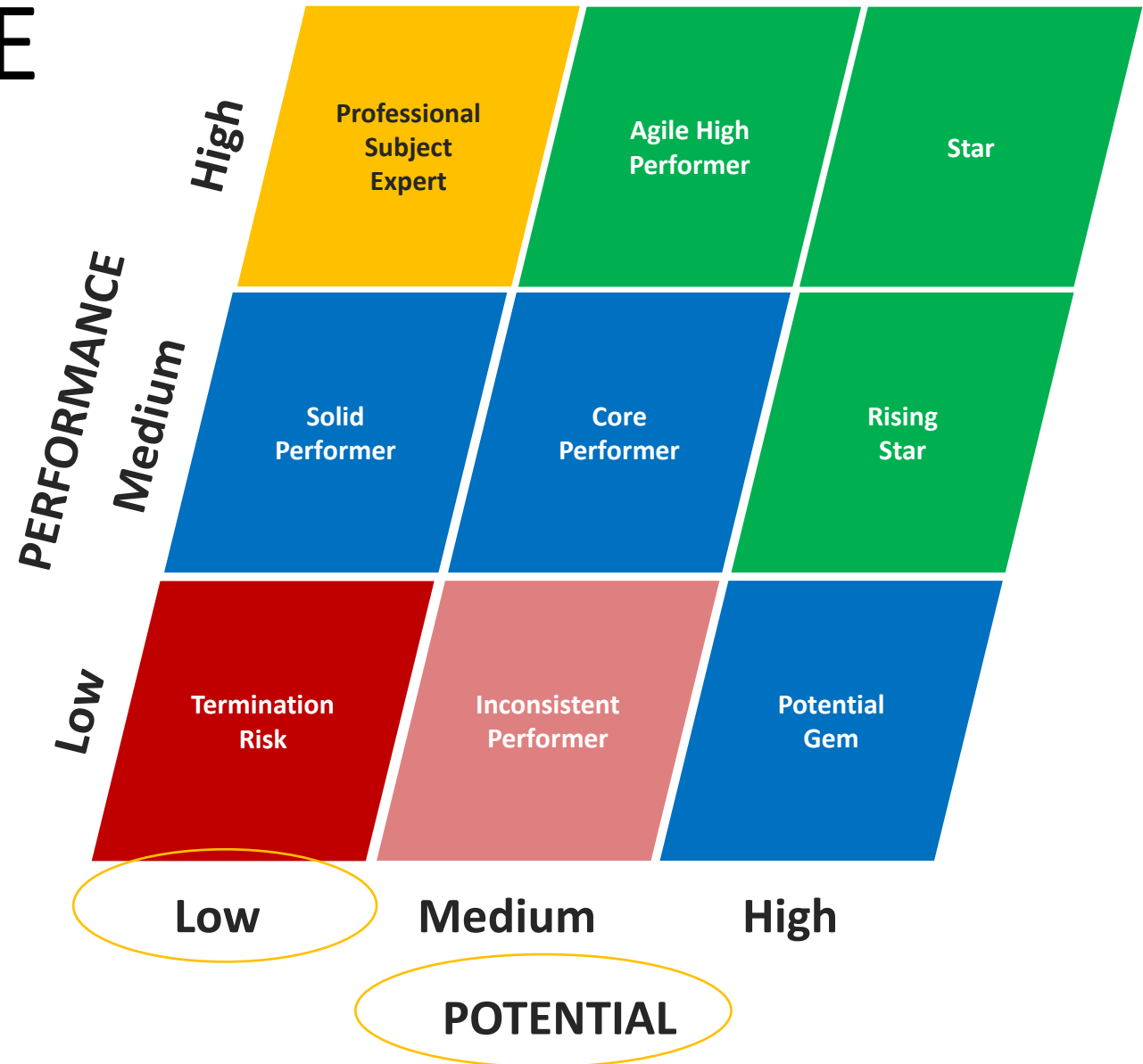
NATURE OR NURTURE?



ABOUT ME



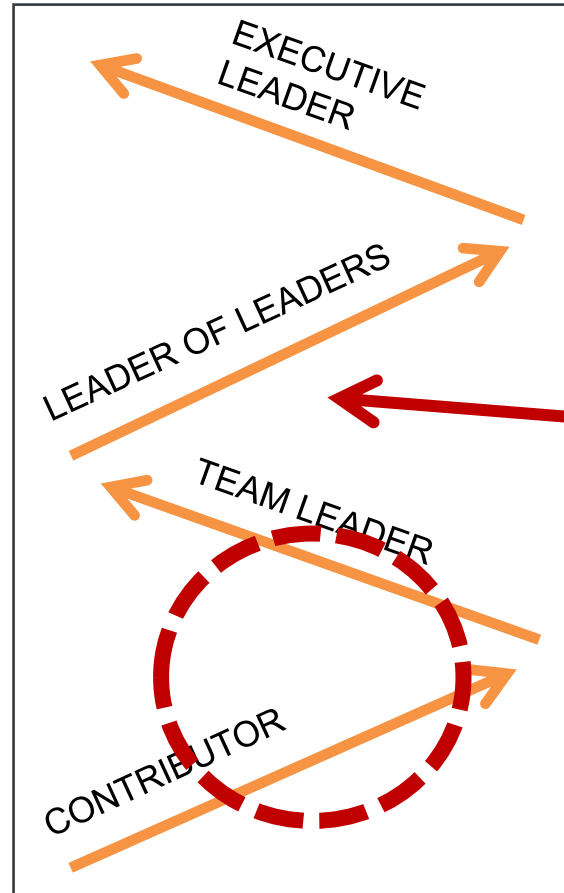
THE NINE BOX TALENT GRID



Nurturing Technical Experts: Are talent teams asleep at the wheel?

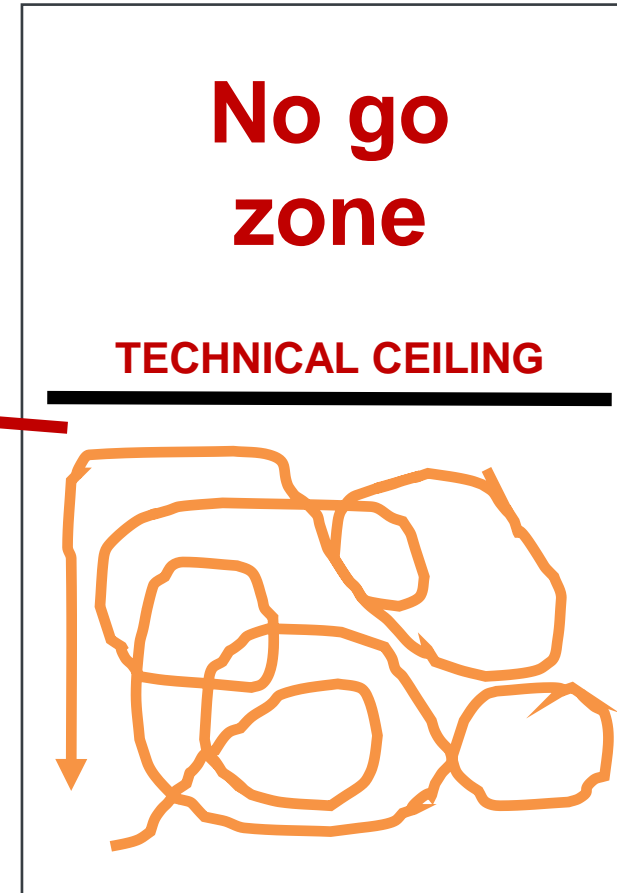


The Nurture of People Leaders



- Clear criteria for promotion
- Programs to assist transition
- Clear behavioural model
- Clear career-pathing

The Nurture of Technical Experts



- No clear criteria for promotion
- No programs to assist transition
- No clear behavioural model
- No clear career-pathing

24%

Had more than one manager

61%

Member of more than one team

72%

Work on international projects

14%

Believe their organisational colleagues understand their work

28%

Believe their organisational colleagues value their work

THE
EXPERT LIFE

28%

Believe
senior
management
understand
their work

72%

Don't believe
senior
management
understand
their work

32%

Believe
senior
management
value their
work

68%

Don't believe
senior
management
value their
work

THE
EXPERT LIFE

91%

Say they are proud of their **profession**

74%

Say they are proud of their **organisation**

92%

Say they are motivated to help their organisation succeed

87%

Say they are capable of making a **greater contribution**

THE
EXPERT LIFE

74%

Say they don't
have a clear
career path

54%

Say they don't
know how to
progress
their career

EXPERTS
FLYING BLIND

68%

Aspire to stay
and excel in
the **expert**
stream

59%

Aspire to
become a
people leader
in the future

EXPERTS
ASPIRE

**OUR TOP 10 TIPS FOR
DEVELOPING ENTERPRISE
SKILLS
IN TECHNICAL EXPERTS**



THE EXPERT GAP

The highest performing experts are masters of both technical and enterprise skills



+



- COLLABORATION
- STAKEHOLDER ENGAGEMENT
- CHANGE AGILITY
- BUSINESS ACUMEN
- CONSULTING SKILLS
- PERSONAL IMPACT
- KNOWLEDGE TRANSFER



TOP 10 TIPS: ENGAGING EXPERTS IN LEARNING

1

It's
nurture,
not nature

Don't confuse cold, hard analysis with an inability to connect with people

2

It's
growth,
not develop-
ment

Experts need to be convinced they can be even more expert. Buy-in follows.

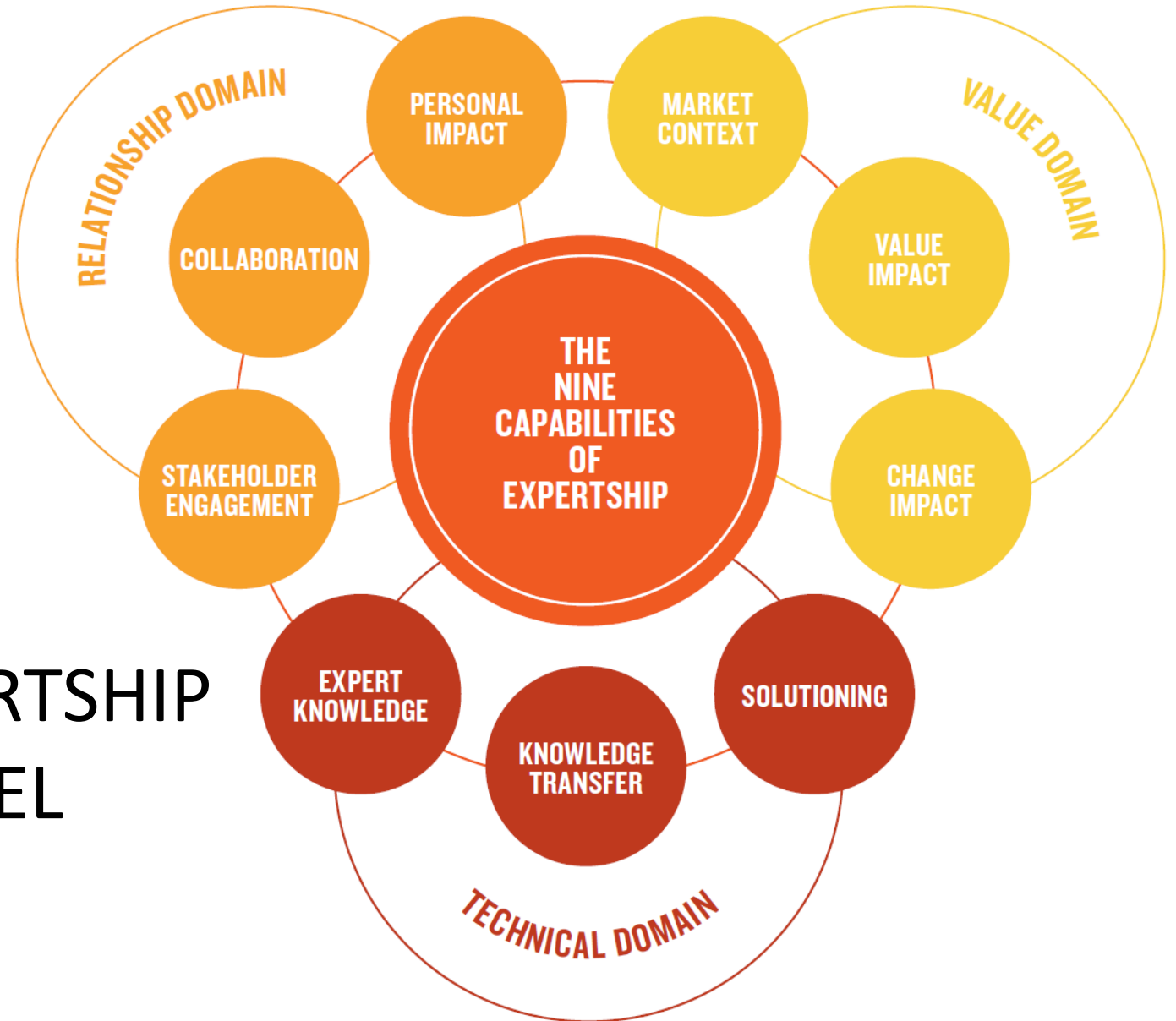
3

Experts
need an perform-
ance
model for
experts

Experts need to be able to see the different levels of experts behaviour and contribution.



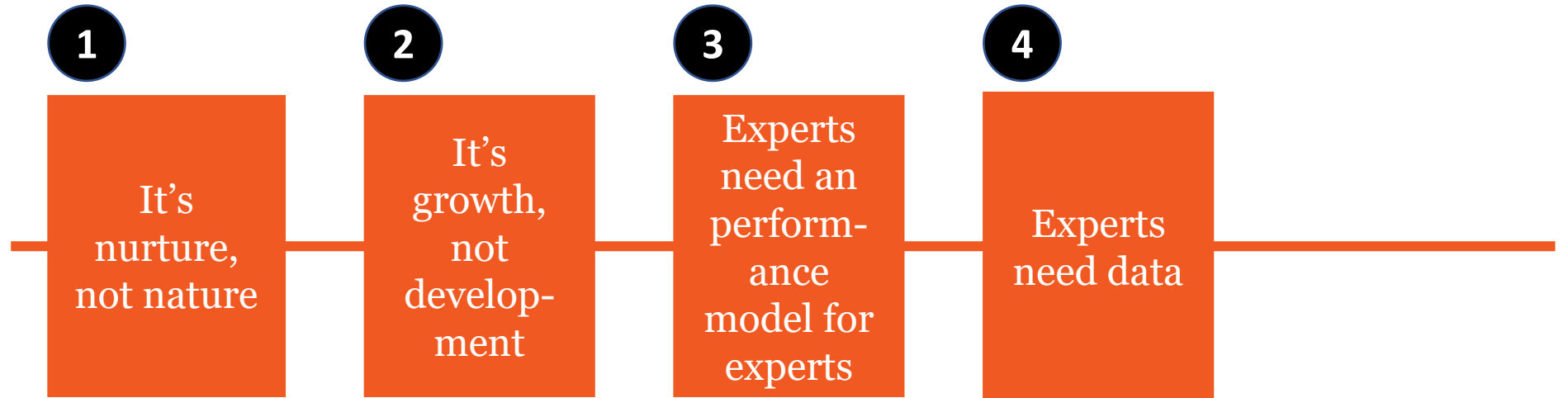
THE EXPERTSHIP MODEL



The Three Levels of Expertship



TOP 10 TIPS: ENGAGING EXPERTS IN LEARNING



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Very often, an expert360 is the first time an SME has received structured feedback



EXPERTSHIP
360



TOP 10 TIPS: ENGAGING EXPERTS IN LEARNING



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SME's need to connect content with increasing their power and influence in their organisation



TOP 10 TIPS: ENGAGING EXPERTS IN LEARNING

6

It's time to redefine the definition of 'potential'

Potential isn't about promotion, its about the ability to add greater value.

7

Manager involvement is vital

Briefing is a waste of time – they need to be actively involved.

8

Follow-up needs to be personal

SME's will surprise you with the ambition of their growth plans

9

Facilitation is the key

Leveraging the huge experience in the room is the critical success factor

10

It's very much worth it

High NPS, and enduring thanks, and constant further demand from the organisation.



TONY THE EXPERT TODAY



UNIX ENGINEER
20 YEARS EXPERIENCE
“THE EXPERT”
“REPLACEABLE”
“TEAM PLAYER”
“LEADER AND MENTOR”
“SELF AWARE”
“KEY TECH INFLUENCER”
= “MASTER EXPERT”



~~“YOU’RE STUPID I’M SMART”~~
~~VICTIM MENTALITY~~
~~HOARDER~~

WRATH OF TONY







NET PROMOTER SCORES BANDS OF PERFORMANCE



MASTERING EXPERTSHIP



A BLENDED PROGRAM

-  COACHING
-  ASSESSMENT / DATA
-  LEARNING EVENTS
-  MANAGER CHECK-INS



**THANKS FOR LISTENING.
QUESTIONS?**

All resources: www.expertunity.global/alistair



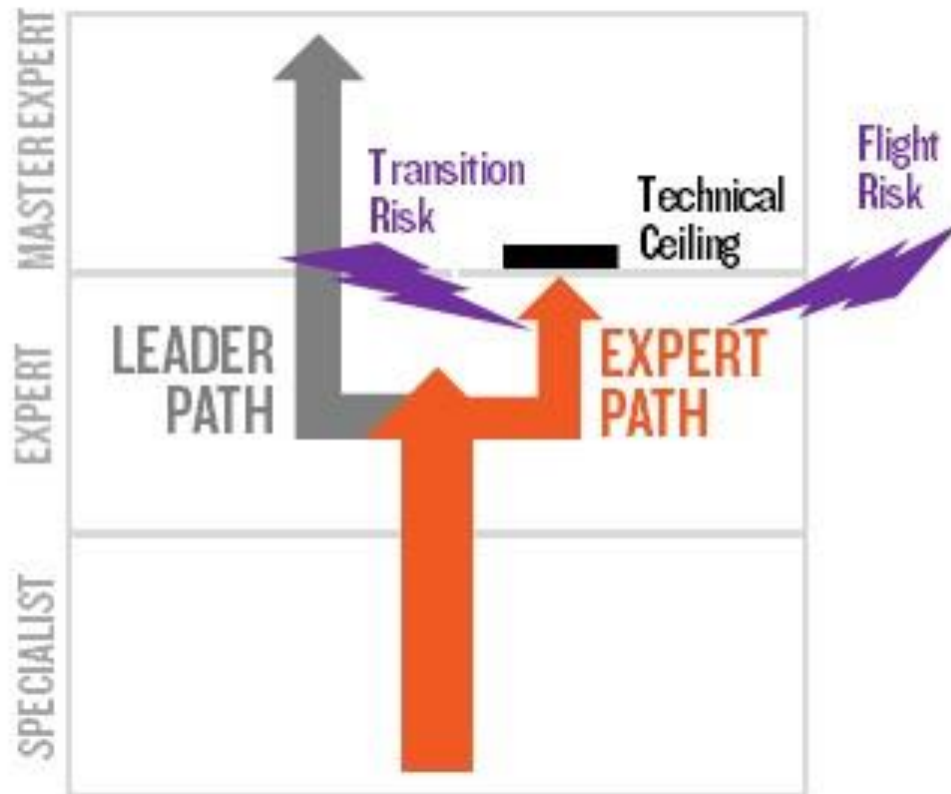
EXPERTUNITY

POWERING EXPERTS. INSPIRING TOMORROW

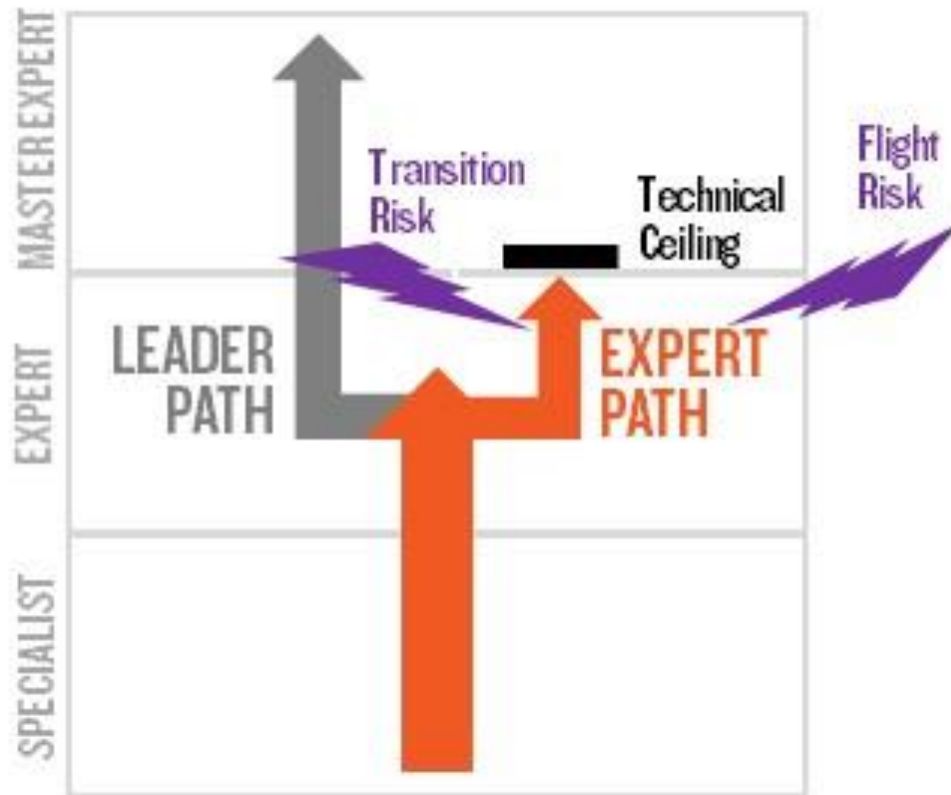
**SYDNEY ● NEW YORK ● LONDON ●
SINGAPORE**

WWW.EXPERTUNITY.GLOBAL

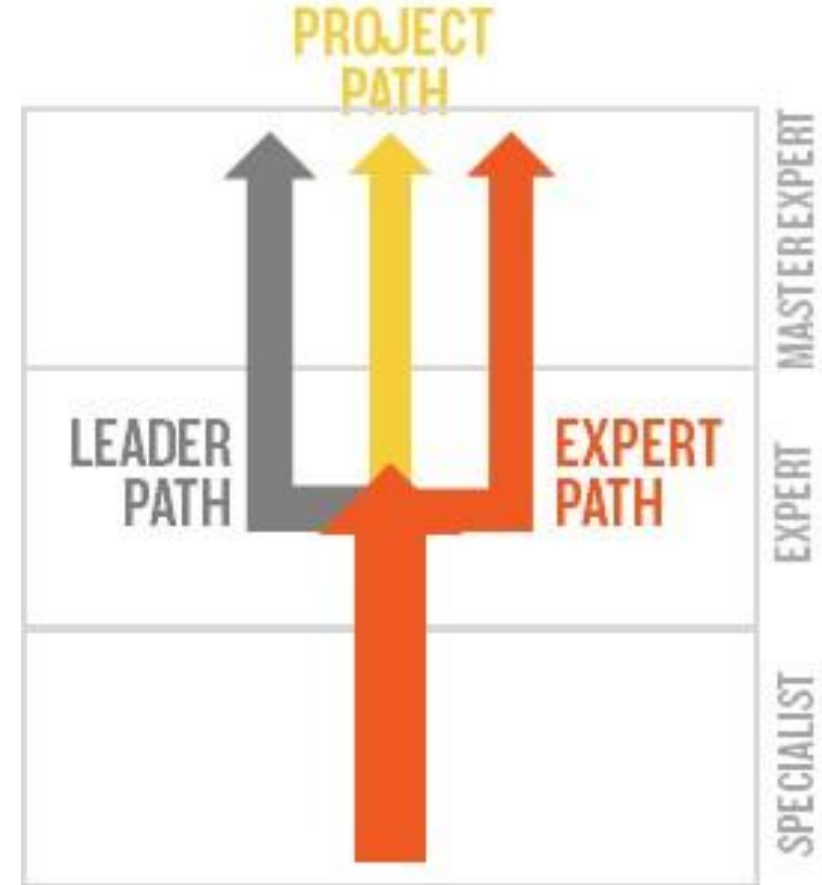
THE TYPICAL CAREER OPTIONS OF EXPERTS



THE TYPICAL CAREER OPTIONS OF EXPERTS



CAREER OPTIONS UNDER EXPERTSHIP



NET PROMOTER SCORES BANDS OF PERFORMANCE

