Absorb
Reflect
Commit

Episode 12 Action Items

Episode Summary

How can you measure the return on talent investment when it isn't a linear measurement of dollars and cents? Ginine Capozzi introduces a holistic approach to maintaining and measuring organizational investments. Tune in to learn more about intentional training that will keep your employees engaged and measuring investments in talent through the lens of What, How, Who and Why metrics for a better understanding!

Action Items

1. Leveraging the Power of One to Change Everything.

1 conversation, 1 idea, and 1 action at a time.

2. Learn how to measure the ROTI™ (Return On Talent Investment)

- What: The dollar amount invested.
- How: What are the current processes, are they efficient, and can they be improved?
- Who: How are your one-to-one relationship-based systems?
- Why: What is the strategy? How does this help us grow and reach the future we aspire towards?

3. Engage with your employees, new and old, to develop your educational content.

Get your current employees and newly onboarded employees to build out your training content by giving them "on-the-job" assignments and then using their work as a foundation for conversation, learning, confirmation of understanding, and refinement. Then the next group uses those materials and builds on them, enhances them -- keeping all training materials relevant and updated by learners vs. experts.

Recommended Reading

- **Atomic Habits by James Clear**
- **Super Communicators by Charles Duhigg**
- **For more inspiration, instruction, or information, visit https://grace4success.com/**