



Smart People: Managing and Retaining Gifted Employees©

We all want smart employees. Scientists, IT people, Engineers, Managers — it is a war for talent that must be won. But, do we really know what to do once we hire them? And, do we manage in a way that actualizes their talents and retains gifted employees?

Often smart employees apparently seem to come with a whole host of annoying, disturbing, and exasperating traits. These perceived negative qualities often come from not understanding the components that make up the whole package that comes with giftedness.

COURSE RESULTS:

Participants will learn the high correlation between perfectionism and giftedness and how this can negatively affect work.

Participants will discover how most gifted employees don't think of themselves as gifted — which makes them come across as condescending, arrogant, and impatient.

Participants will explore the apparent emotional fragility of gifted employees and why they are so easily hurt, disappointed, and frustrated — especially with the 'organization' and its ethics.

Participants will develop the skills to assist gifted employees with what seems to be unrealistic expectations of other employees, projects, management, and even themselves.

Participants will learn a tool for understanding how best to handle day-to-day communication with gifted employees to maximize results and minimize frustration.

Participants will discover why gifted employees seem to be so 'high maintenance', what to do about it, and how generational issues magnify many of the above issues.

Though we know they are brilliant and required to compete in today's market — they also can *seem*:

Abusive	Condescending
Arrogant	Taciturn
Aloof	Disorganized
Self-Destructive	Difficult
Overly Emotional	Low Self-Esteem
Stupid	Clingy
Argumentative	Contrary
Inscrutable	Self-Absorbed

This workshop unravels the mysteries of understanding and managing gifted employees. The workshop will give you tools and diagnostics to better understand and make better choices about how to keep your brightest people satisfied and productive while keeping your sanity. The purpose of the course is to give individuals the skills and understanding to successfully manage and retain gifted employees.

Pre-requisites for this course are: Attendance in Productive Relationships©

Most people do not understand “what comes with the package” of giftedness. Consequently motives and behaviors are misunderstood and responses of managers are often counter-productive.

INTERFACE CONSULTING, LLC
Building Effectiveness Across Boundaries

7340 Brixham Circle
Castle Rock, CO 80108

P: 303.814.3443

TF: 866.814.3443

F: 303.688.3360

lbtietze@interfaceconsultingonline.com

www.interfaceconsultingonline.com

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