

Talent management

Level

Intermediate and above

Tasks

Discussing the talents of famous people
Matching headings to paragraphs in an article
Reading an article about talent management
Identifying the 'odd word out' from a list of collocations with 'staff'
Discussing points arising from the article

How to use the lesson

- 1 Write the word 'talent' on the board and check that students are familiar with the definition. Students discuss question 1 with a partner. Elicit some answers to see which famous people the students have come up with (e.g. mathematics – Einstein) and to see which students are talented in particular areas.
- 2 Ask students to skim the article and then match the headings to the paragraphs.

Answers

(a) – 3 (b) – 4 (c) – 2 (d) – 1

- 3 Students read the whole article. Ask them to tell you about the typical problems faced by companies, such as skill shortages. Students also list the solutions offered, such as individual development plans. You may wish to look at any useful vocabulary such as: *scope / staff retention / coaching / secondments*.
- 4 Ask students to find one word in each line that does not collocate with 'staff'.

Answers

1) e 2) b 3) f

- 5 Ask students to discuss the questions in small groups. Monitor the discussions. After the discussions, ask each group to report back their ideas to the class. Finish the lesson by providing language feedback.

Related websites

Send your students to these websites, or just take a look yourself.

<http://www.cipd.co.uk>
http://www.cipd.co.uk/subjects/recruitmen/general/_tlmtmgtdim.htm
http://en.wikipedia.org/wiki/Talent_management
<http://www.answers.com/topic/talent>