



/ MEA'S GOT TALENT

Blended mix of face to face and online engagements

For 4 years we have run a top talent development program for Microsoft MEA Finance team, 7-8 top talents are identified from across the business every two years for a development program where they are developed from a career, professional, personal and business level. Delegates have participated from Istanbul, Dubai, Israel, Morocco, Nigeria, South Africa and Syria.

We open and close with a face to face day and then have online group sessions focussing on topics including:

- Self-awareness development.
- Communicating with impact.
- Understanding and Thriving in change.
 - Thinking Environment.
- Personal purpose, vision and values.
- Tough conversations and feedback.
- Future setting, aligning personal and business goals.

The delegates also receive online one on one coaching sessions between the blocks to personalise the group learnings and to support the self development journey.

We use a range of tools to support the program and measure the change using Heartstyles Indicators.