

**Top Talent TIPS—September 2009**  
**Tips and Tools of Interest to Talent Development Professionals**  
**From Bob Moore, CMC, MCC**

**The Paradox Facing CLOs and L&D Professionals**

As we begin to recover from the recession, you can expect that the tide will shift again to an employee focus away from an employer focus. Dozens of studies show the U.S and most western economies will have dire workforce shortages by 2012.

Many HR departments, Chief Learning Officers and Learning and Development professionals are being asked to do whatever it takes to *recruit, retain* and *grow* their top talent ahead of the major employee shift forecasted for after the recovery. The paradox is to do this while continuing to cut costs - to do more with less.

This means organizations and their managers need to learn how to bring out the best in each employee and to build high performing teams. High performing organizations depend on effective working relationships. A powerful, cost-effective learning tool is now available for you, the talent development professional to implement.

Everything DiSC® Workplace, a new learning resource available from the Top Talent Resources Center, can help employees learn to understand and appreciate their personal priorities and the priorities of others. Using DiSC®, a powerful, yet easy-to-use learning model, employees learn how to connect better with their colleagues, thus improving the quality of workplace relationships—one relationship at a time.

To receive a complimentary sample Everything DiSC Workplace Report email: [bob@effectiveness.com](mailto:bob@effectiveness.com) with “EDW” in the Subject or visit <http://www.toptalentresources.com/node/89>

Enthusiastically,

Bob

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