

7 Ways to Transform Good Performers into **A-Players**

(A Talent
Development
Roadmap)





1. Create stretch zones, not comfort zones

- Assign projects 15% beyond their current capabilities.
- Let them struggle (productively).



2. Make feedback a daily vitamin

- Offer specific, actionable insights.
- Focus on growth, not just performance.



3. Build learning communities

- Pair them with internal mentors.
- Create peer learning groups.



4.

Expand their network & visibility

- Sponsor attendance at industry conferences.
- Support speaking opportunities.
- Fund professional association memberships.



A red brushstroke graphic that serves as a background for the number 5.

5.

Give them keys to new doors

- Rotate responsibilities.
- Create cross-functional exposure.
- Let them present to leadership.



6.

Cultivate decision- making muscles

- Give increasing levels of budget authority.
- Allow them to drive hiring decisions.
- Create safe spaces to fail and learn.
- Invite them to high-level strategic discussions.



7

Champion their personal brand

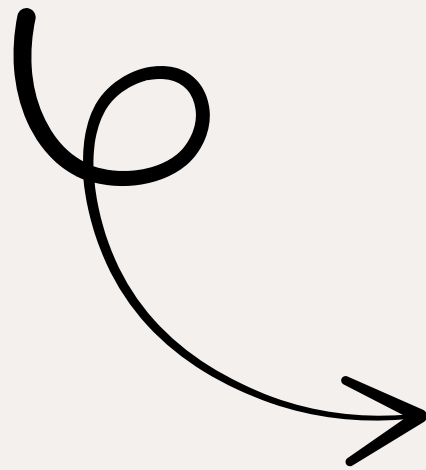
- Highlight their wins in company communications.
- Connect them with published thought leaders.
- Provide resources for personal brand development.
- Encourage them to teach what they're learning.



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