

**OBSIDIAN**  
CONSULTING

Managers'  
Academy



A clearer way of thinking

# Identifying and developing potential and talent



In challenging times it is vital to ensure that an organisation fosters the talent which is needed for its future.

This begins with the ability to identify those with the potential to be developed into tomorrow's leaders.

Many managers are appointed for functional excellence rather than managerial ability, but most would agree that it is not just technical ability but also the potential to lead others which can impact on business performance.

By recognising the importance of management skills, employers can act to equip individuals, so that they and the organisation all benefit.

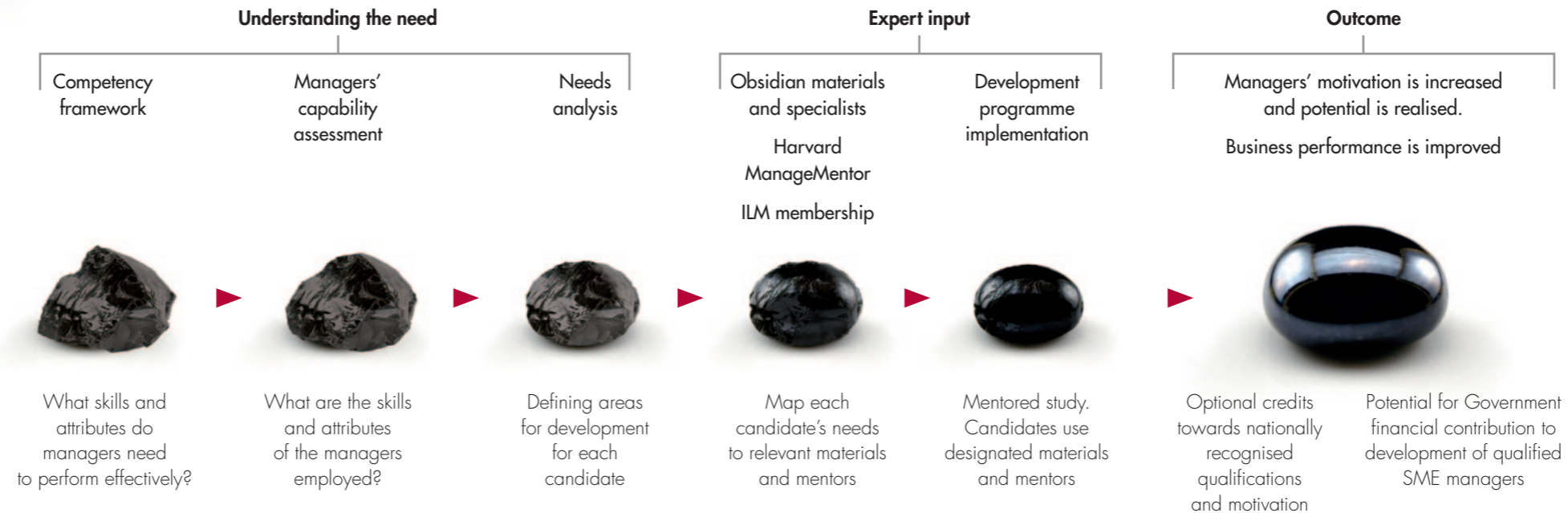
## The Managers' Academy



Obsidian has developed the Managers' Academy, an approach to manager development which brings together the conventional "hard" business skills with the "softer" elements to develop talent and potential.

The programme uses world class materials and specialist mentoring, to provide customised development for companies and individual managers. The Managers' Academy is delivered within your organisation and can be branded with your company's corporate identity.

### An outline of a company Managers' Academy for continuing development of managers



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