

Managing opportunity talent

A 3-hour interactive, digital workshop for managers to lead team members who have spent time **outside of education, employment or training** to thrive and deliver at work.

As managers, we expect a certain baseline of 'corporate readiness' when a new hire walks through the door. We assume they know how to navigate an ambiguous brief, read between the lines of workplace politics, or manage a corporate calendar and routine.

But when we welcome a team member who has spent a significant period outside of education, employment, or training, those traditional assumptions no longer apply.

Managing a person from this background requires us to intentionally pause, challenge our default habits, and adapt our style. It asks us to look past standard metrics and realize that we aren't just managing outputs—**we are co-authoring a transition**. It requires us to actively step into a multifaceted role and to be their:

- **Signpost & Scaffold:** to map out the direction and actively build the structured, step-by-step framework your new team member needs to deliver and thrive at work.
- **Sounding Board & Sense-Checker:** acting as a safe space to test out ideas without judgment and explicitly clarify the unwritten workplace norms and corporate vocabulary.
- **Steadying Force & Safety Net:** providing a consistent, predictable routine amidst the overwhelming change and to ensure that mistakes are caught, called out and treated as learning points.

This isn't a dilution of management standards; it is the elevation of management skills.

The Reward: Why This Will Make You a Better Leader

Yes, this shift demands more deliberate energy, heightened empathy, and structured clarity. But the return on that investment is profound—both for your organization and for your own professional growth.

- **You will sharpen your leadership edge:** Successfully coach someone through "inactivity shock" and helping forces you to deconstruct complex processes, communicate with radical clarity, and eliminate the corporate jargon that muddies everyday efficiency.
- **You build fierce, lasting loyalty:** When you choose to coach rather than judge, you aren't 'just another manager'—you become the person who unlocked their career and helped them shape their future.
- **You drive profound, human impact:** This is where management meets true purpose. By adapting your style, you are directly dismantling the isolation and anxiety that locks talent out of the economy. You are witnessing the exact moment a person moves from economic inactivity to financial independence, watching their confidence catch up with their potential.

The mindset

We are not changing *what* we expect from our teams; we are changing *how* we help them get there. Over the course of this workshop, we will challenge the traditional "gatekeeper" mentality and equip you with the practical frameworks & tools needed to turn hidden talent into your team's next high performer.

The workshop

Duration	Content and method
30 mins	The new landscape • Welcome and framing: Towards ‘opportunity talent’ and away from NEET • Trainer explanation: What the data tells us – brief overview of the ‘persona’ of someone who is opportunity talent.
30 mins	The mindset shift: From gatekeeper to coach • Brief trainer explanation of the two mindsets • Breakout exercise: Typical scenarios to identify the ‘gatekeeper’ approach and the ‘coach’ approach.
30 mins	You as sounding board and sense-checker • Plenary discussion: Workplace norms and unwritten roles – spotting and spelling them out using a framework.
10 mins	Break
30 mins	You as signpost and scaffolder • Pairs exercise: Deconstructing a task using a framework • Plenary discussion: Signposting through feedback and respectful curiosity.
30 mins	You as steadying force & safety-net • Plenary discussion: Zero harm: Your support network for your wellbeing. • Small group exercise: Building an “I will/you will” psychological contract to address concerns about wellbeing, behaviour, attendance and performance <i>fast and fully</i>.
20 mins	Action planning and a leader’s reward

	• Trainer summary: You will sharpen your leadership edge and drive profound human impact • Individual exercise: Your commitment: At day 2, Day 7 and Day 30 after this workshop.
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