

## BRIDGING THE SOFT SKILLS GAP: HOW TO TEACH THE MISSING BASICS TO TODAY'S YOUNG TALENT



*"They have no self-awareness."*

*"They don't take personal responsibility or hold themselves accountable."*


*"They don't know how to think, learn, and communicate without checking a device."*

*"They don't know how to problem solve, make decisions, or plan."*

### **Do you find yourself saying similar things about the young employees in your organization?**

Professionalism. Good work habits. People skills. Critical thinking. These are just some of the soft skills that employers today say are lacking among their new young employees. They are coming into the workplace as the most highly educated generation to date, and yet they struggle with some of what we call the "old-fashioned basics."

### **What are employers to do?**



The good news is that **soft skills can be taught**, coached, and developed – just like technical skills. All it requires is the right understanding and commitment from managers and leaders in your organization. Bruce Tulgan teaches managers how to successfully improve the soft skills of their direct reports using RainmakerThinking's soft skills competency model paired with the fundamentals of highly-engaged management.

## PARTICIPANTS WILL LEARN:

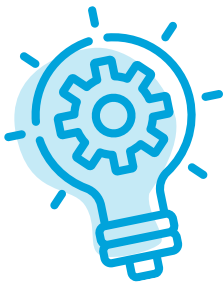
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- What the soft skills gap is, where it comes from, and its costs for organizations
- RainmakerThinking's soft skills competency model, and how to apply it to your organization
- How soft skills are no less important than technical skills
- Which soft skills are most often lacking in today's young employees, and how to address them
- How to not only improve soft skills, but effectively engage young employees in the process

## TECHNIQUES AND BEST PRACTICES FOR:

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- Integrating soft skills into every aspect of the human capital management process, from hiring to talent development and retention
- Identifying and communicating the soft skills which are most important to your organization
- How to approach soft skills gaps in three categories:
  - Professionalism
  - Critical Thinking
  - Followership
- Applying a teaching-style leadership approach to coaching and developing the soft skills of your team