



Center for
Creative
Leadership

NORTH AMERICA EUROPE ASIA

www.ccl.org

Complex Challenges: Talent Development

“the power to think and act
beyond”

Shaping leaders, driving results

Metaphor Explorer



In your agency today, how would you describe the talent pool for future leaders? What is it like?

- **Select a metaphor card**
- **At your table groups, discuss:**
 - **What was your experience and which image you selected**
 - **Describe the talent pool in your agency and the metaphor you selected.**
- **General impressions report out from each of the tables**



Visual Explorer



How might we use what we have discovered today to address the gap in knowledge and experience for future leaders in our agencies?

What do we need to do differently?

- **Select a Visual Explorer image that would represent for you what needs to happen?**
- **Use the Star Model to solicit input from your colleagues at your table**
- **Record their input that you find valuable**
- **Tables report out as to the highlights of the process.**



The Star Model

Dialogue by Putting Something in the Middle

This process respects the safety, privacy, and authority of each participating member.

Adapted from Montague Ullman (1996).

