



Talent Management

Role Description: People Developer (Example)



The Fine Print

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Role Description: People Developer

Role	People Developer
Summary	The People Developer is a leader and champion for people, dedicated to fostering a culture of collaboration, learning, and adaptability. They challenge, guide, coach, and mentor individuals to reach their full potential, ensuring they are well-equipped to navigate the challenges of a dynamic environment. As a strategic partner and part of the Agile Release Train's (ART) leadership team, the People Developer contributes to the overall success of the Value Stream and the organization by ensuring a strong people runway.
Key Objectives and Goals	<ul style="list-style-type: none"> • Facilitate the learning and growth of people under care within the assigned teams. • Ensure the talent pool (workforce) of the Value Stream has the right skills, experiences, and characteristics to meet evolving business needs. • Drive the success of the Value Stream by championing and enabling people topics.
Key Responsibilities	<ul style="list-style-type: none"> • Engaging in Talent Enablement: Facilitate learning and growth opportunities; and challenge, guide, and mentor employees to help them develop their skills, knowledge, and competencies to reach their full potential. • Cultivating Performance Acceleration: Ensure a shift from Performance Management to Performance Acceleration; and form high-performing Agile teams with strong team dynamics and strengths that translate into collaboration, high performance, and impact. • Advancing People & Culture: Anticipate, develop and sustain a robust People Runway; and participate in redesigning HR/People & Culture practices, processes, and tools that are aligned with Agile values, principles, and ways of working • Leveraging Adaptive Workforce Planning: Build a robust (cross-)unit talent pool with the depth and longevity to meet current and anticipated business needs; and engage in continuous and dynamic evaluation and utilization of talent clusters for a strong talent pool • Driving Resilience & Change Readiness: Support organizational change initiatives and help build change readiness and resilience through change enablement programs

Key Performance Indicators (KPIs)	<ul style="list-style-type: none"> • Employee satisfaction and engagement • Talent retention and internal mobility and fluidity • Talent scouting, development, and improvement • Tactical proficiency • Team cohesion and culture • Successful implementation of change enablement initiatives • Talent and team change readiness • Strength of people runway • Strength and longevity of the talent pool • Adherence to organizational values and philosophy • Communication and leadership skills
Relationships	<ul style="list-style-type: none"> • Engages with the people under care • Works closely with the Agile Release Train (ART) leadership team (tetrad) and fellow People Developers • Partners with Scrum Masters/Team Coaches of the assigned Agile teams • Collaborates with Agile leaders, coaches, and consultants as well as HR business partners, HR (People & Culture), and other relevant parties
Development Opportunities	<ul style="list-style-type: none"> • Opportunities to specialize in specific areas of people development (e.g., coaching, mentoring, training, change management) • Potential growth paths within the People Development function or broader leadership roles within the organization
Strategic Contribution	<p>The People Developer plays a crucial role in building a strong People Runway by nurturing a resilient and adaptive talent pool. They champion the learning and growth of individuals, ensuring the ART/Value Stream has the right talent and capabilities to achieve its strategic objectives. By fostering a culture of learning, adaptability, and collaboration, the People Developer enables the ART/Value Stream to thrive in a dynamic business environment and contribute to the overall success of the company.</p>