## AC3.3 Evaluate approaches that an organisation can take to build and support different talent pools.

There are several approaches that SunEnergy can take to support and develop its talents; they include but not limited to:

Performance Reviews:

Performance review is a fundamental part in any organization to appraise performance of employees and determine strengths and weakness based on which there will be a clear professional development plan (Schneider, 2017). However, in SunEnergy, it is sometimes taken as a tick the box exercise on annual basis and do not perform its intended goal. It can be used, for example, to spot top performers for future advancement and mediocre for development.

Coaching:

The coaching goal is to reach attainable goals and objectives that add value to the employee in terms of their performance and competence. Effective coaching focuses on performance goals and continual feedback (Personio, n.d.). It is, therefore, can help support and bulid talents for future challenges in the energy industry. Coaching comes with its own challenges, though. Managers at SunEnergy are not qualified to be effective coaches to make the best of employees. Moreover, there is no buy-in from employees to help effective coaching (Ward, 2021).

Mentoring:

Mentoring is the relationship when a more experienced employee guides a less experienced one. For example, a new hire is mentored by an experienced employee. It helps the new employee to save time and effort instead of trial-and-error approach. However, the mentoring relationship might be forced. For example, a new hire might be assigned to a bust employee who cannot give them the best support to build their skills (Joseph, 2019).