

# Developing talents into economic results

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# Everyone has talents

- Everyone's (limited) resources consist of
  - Physical capital (Financial, Manufactured)
  - Human Capital (Knowledge, Skills, Abilities)
  - Social Capital (Network, Relations)



# Talents instead of competences

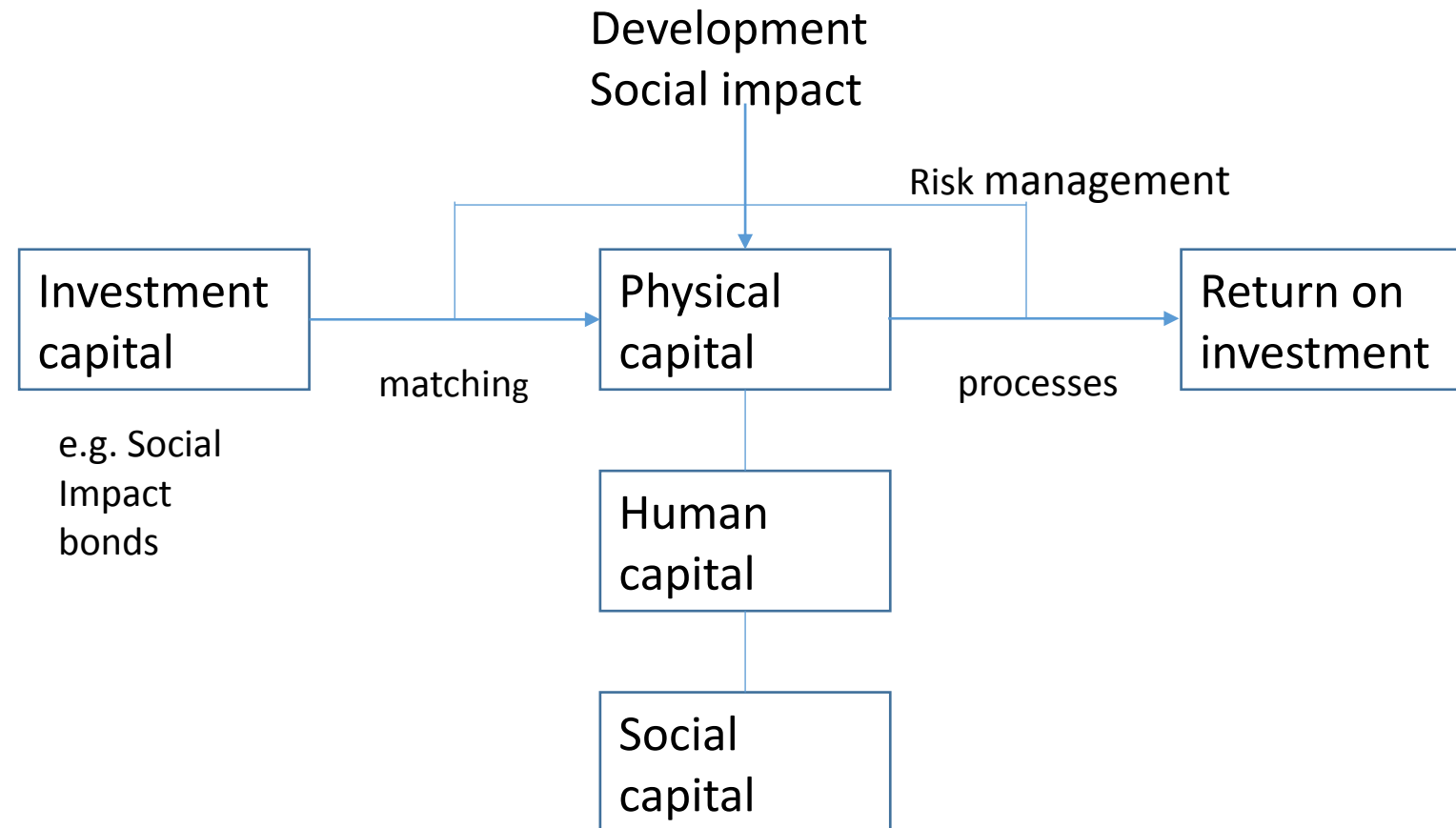
- To improve the chance on work, one has

to improve the match between resources and demand through development, vocational training of the individuals  
(OESO: development of human and social capital without discrimination)

and

to change the behavior of enterprises by looking at resources instead of competences (resource based view instead of market view for the organization)

# Model



# Example

- Vacuvin main questions:

What resources are necessary for the tasks in the processes and how can they be done by people with their own (limited) resources

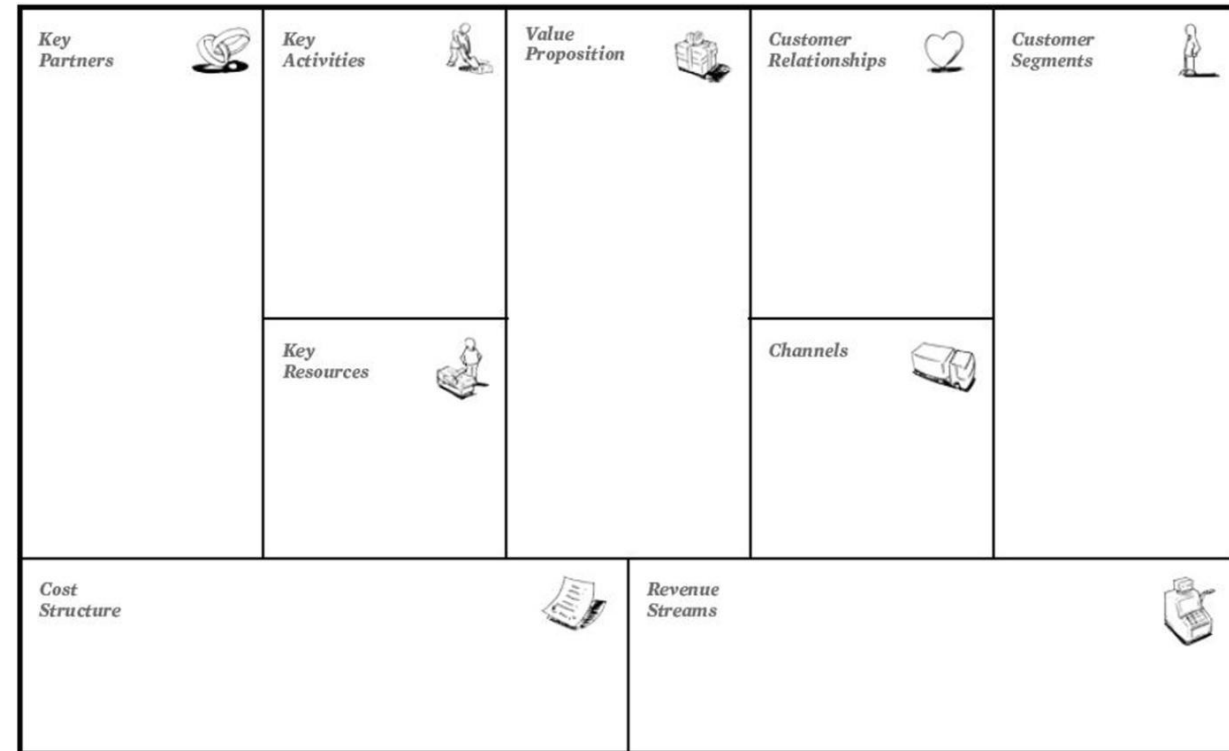
When not all needed resources are available, what investments have to be made to develop them

When that is not possible, how can we organize the tasks in such a way that the processes can still be done



# Risk analysis

- Do the processes add value for the client/prospect
- Are the key activities and key resources for the processes available and possible
- Are there any structured holes in the relational network with the clients/prospects



*Business modelling, Oswalder*