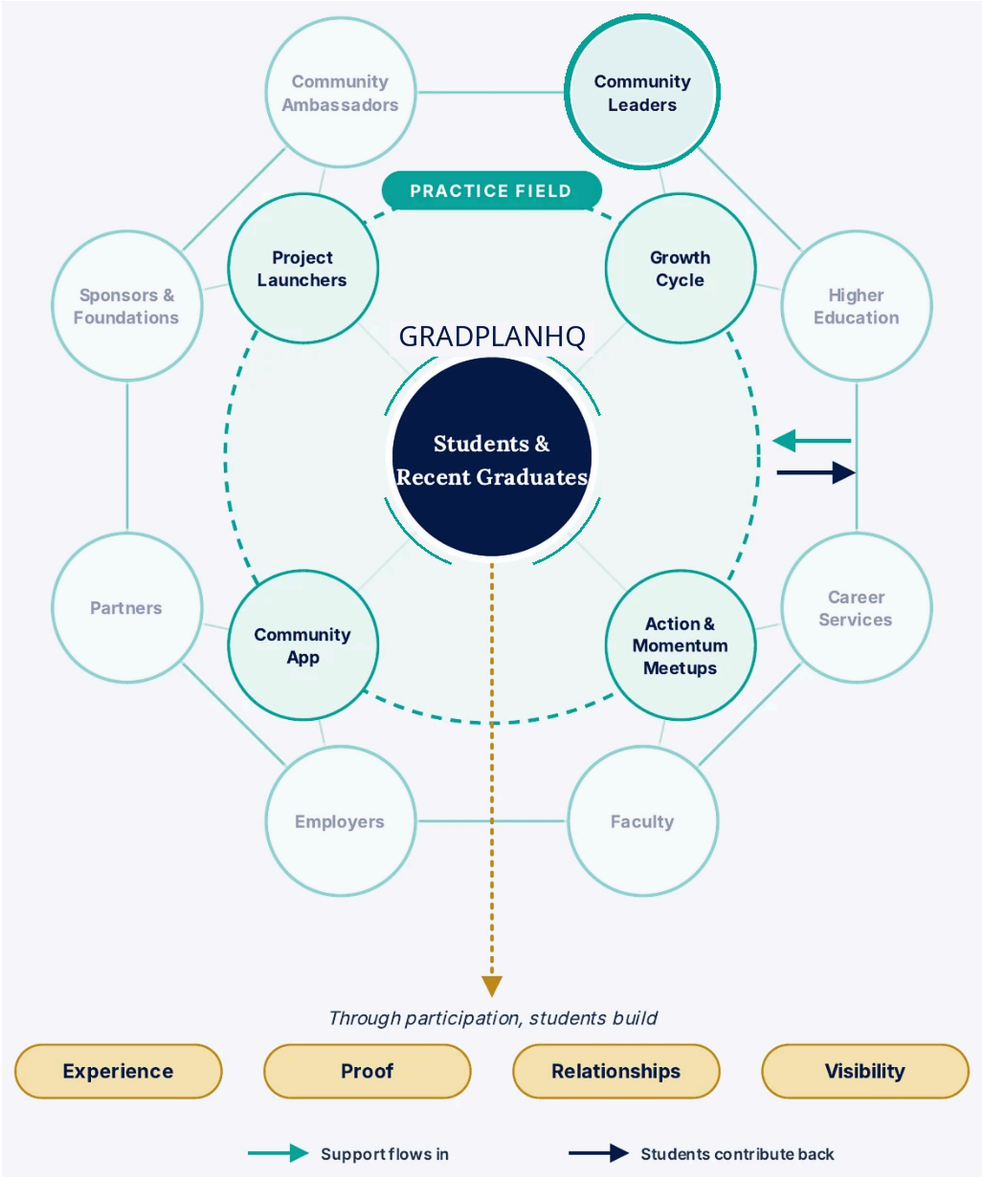


Developing Talent From Within

A Brief for Community Leaders



Founder: Kim Scott

Most communities focus on attracting, retaining, and recruiting talent.

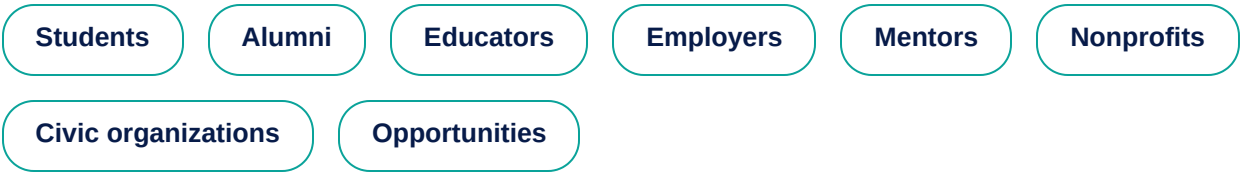
There's a complementary strategy: develop talent from within. Help students stay connected, contribute, and build relationships while they're away at college.

Students leave home to learn, grow, and build experience. Communities benefit when those students stay connected and bring that experience back.

Too often, the connection breaks while they're away, and the people back home never see what they've learned to do.

Communities cannot rely primarily on attracting talent. They must become better at developing talent from within.

You already have what students need



The challenge usually isn't creating new assets. It's helping people find them, connect to them, contribute to them, and work together around them.

Students can contribute long before they return home for good.

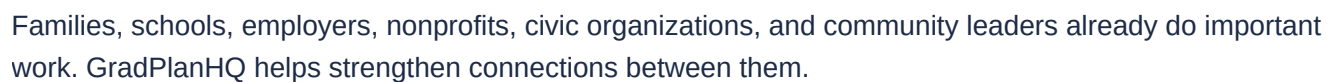
Participation "I volunteered 30 hours at an animal shelter."

Demonstrated capability "I organized an adoption event, coordinated volunteers, created outreach materials, and can show the results."

Both students served. The second can show what the service built.

Hours record participation. Proof communicates what a student practiced, produced, learned, and contributed.

Build a stronger web of support around students.



No one builds the cathedral alone.

THE PRACTICE FIELD

- 1 **Growth Cycle** — Connect. Build. Grow. Repeat.
- 2 **Action & Momentum Meetups** — The recurring nudge. The accumulated work is the value.
- 3 **Community App** — Where members find each other, projects and support.
- 4 **Project Launchers** — Optional starting points for real local work.

What it builds

Experience, Proof, Relationships and Visibility, compounding into Career Momentum.

Experience	Real local projects.
Proof	Visible contribution the community can see.
Relationships	Across generations and groups.
Visibility	Students and partners become visible locally.
Career Momentum	Students see a path that can lead home.

WAYS TO TAKE PART

- Start a conversation with the GradPlanHQ team.
- Share the GradPlanHQ community with students and local partners.
- Invite local professionals to join Momentum Meetups as guests.
- Suggest real local needs that students can take on.
- As participation grows, consider a chapter. “A chapter is local infrastructure. It gives students, alumni, and local partners a shared place to find each other and work together.” Chapters are optional.

Community Chapter Students connected to a hometown or region.

Alumni Chapter Graduates connected by a shared institution.

Community-Sponsored Chapter A foundation, chamber, or coalition launches a chapter for its region.

Interested in sponsoring a chapter? See the Sponsors & Foundations Brief.

Taking part doesn't guarantee jobs, hires, or students returning home. It helps the connections happen more often.

RESOURCES TO READ AND SHARE

- *Developing Talent From Within* — Field Guide for Community Leaders
- Practice Field Guide
- *Keeping Local Talent Connected* (Chambers & Workforce Brief)

START A CONVERSATION WITH THE GRADPLANHQ TEAM

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