

A white high-heeled shoe is shown stepping on the word 'Talent', which is written in large, white, 3D block letters on a wooden floor. The shoe is positioned over the 'T' and 'A' of 'Talent'. The background is a close-up of a wooden floor with a warm, golden-brown tone.

Where to Next with Performance and Improvement?

Anne Donaghy
Town Clerk and Chief Executive
Ballymena Borough Council

Find Your
TALENT



“Everyone can be a change agent”

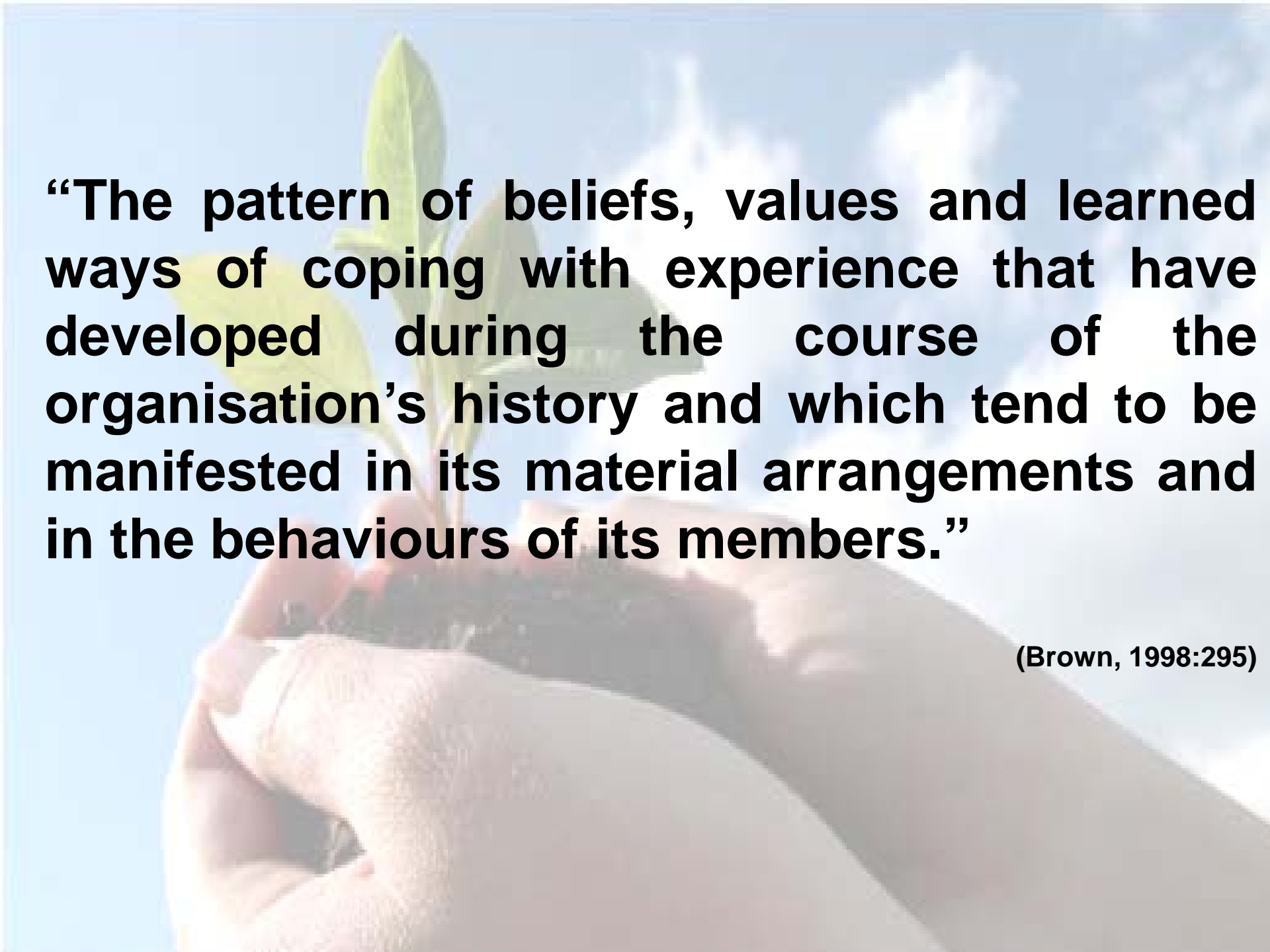






Find Your
TALENT

“and hold onto it”

A person's hands are shown holding a small green plant with several leaves. The background is a bright blue sky with soft white clouds. The overall image has a soft, ethereal quality.

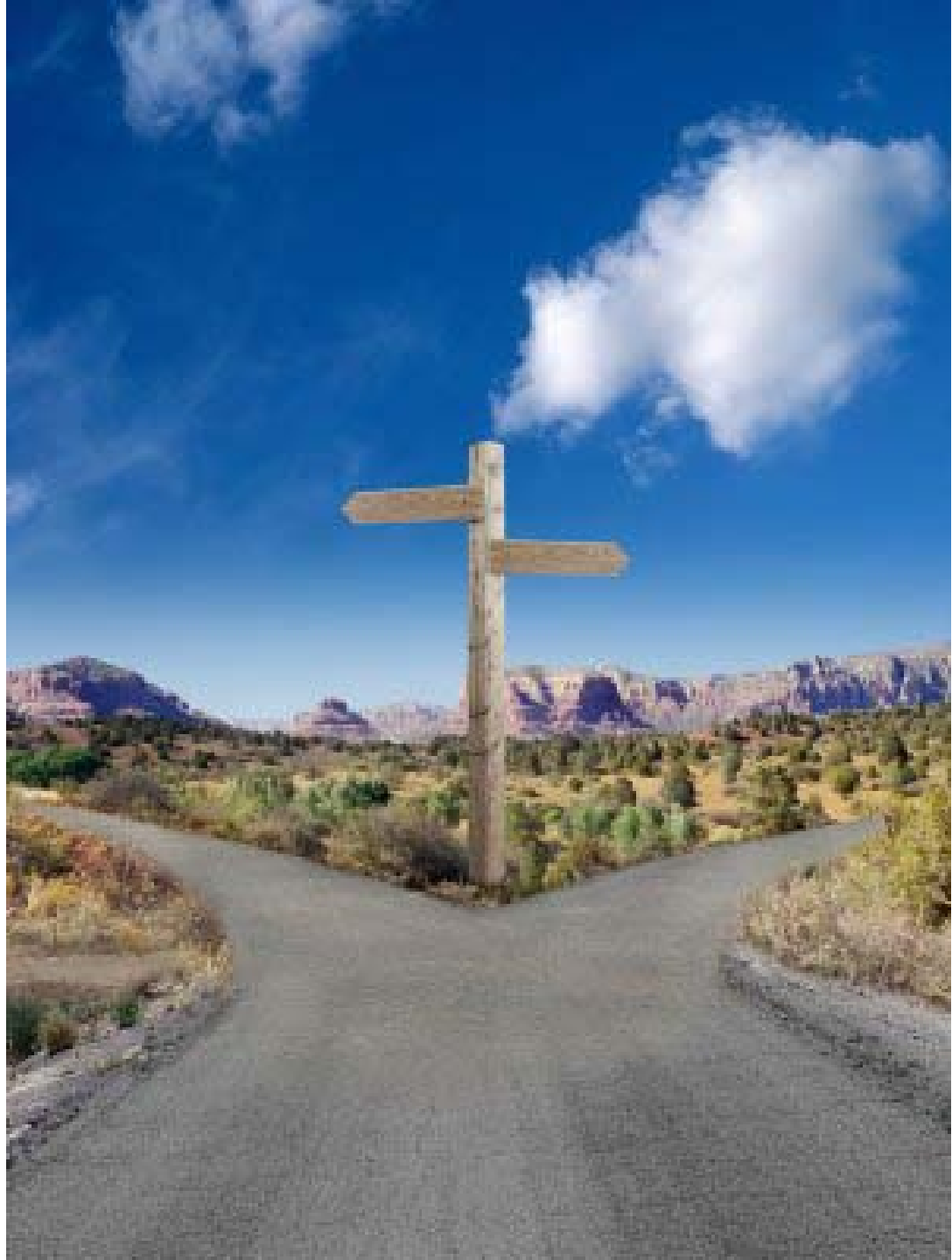
“The pattern of beliefs, values and learned ways of coping with experience that have developed during the course of the organisation’s history and which tend to be manifested in its material arrangements and in the behaviours of its members.”

(Brown, 1998:295)



“Learning organisations are possible because deep down we are all learners . . . and because not only is it in our nature to learn, but we love to learn.”

(Senge, 1990:4)





**“There are no paths
– they are made by
walking”**

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