

# **Video transcript – Developing & Retaining Talent with Peter Bell: Connect Event highlights**

Peter Bell: At some stage you've got to back your people in, hold them accountable but back them in and give them the reign to probably make a few mistakes as they go along.

There is always going to be people within an organisation that will take advantage of that trust and who will let you down, and to be honest that's why it's ruthless – it's, 'you're out, the next person is in'.

So trust is, and getting that engagement and then holding them accountable to it as well.

If you can get yourself out of your comfort zone, and learn about the people that you work with who are in your organisation, if they feel like you care, they'll do a better job.