

# The One to Three Experiment: A Comprehensive Guide to TSM's Revolutionary Approach to Talent Development

In the ever-evolving landscape of talent management, organizations across industries are seeking innovative strategies to attract, develop, and retain top performers. One such approach that has gained significant traction in recent years is known as the "One to Three Experiment," pioneered by the renowned esports organization TSM Global. This article delves into the theory, implementation, and impact of this groundbreaking experiment, providing a comprehensive guide for organizations seeking to elevate their talent development practices.

At the heart of the One to Three Experiment lies the belief that for every exceptional individual within an organization, there are three others with the potential to reach similar heights with the right mentorship and support. This principle challenges the traditional view that talent is a fixed trait and instead emphasizes the transformative power of strategic interventions in shaping employee growth and performance.

The experiment's name stems from the metaphorical relationship between an accomplished mentor and their three protégés. The mentor, representing the "one," provides guidance, expertise, and opportunities for growth. The protégés, representing the "three," benefit from personalized coaching, tailored development plans, and access to essential resources.

**One To Three: Experiment by TSM Global** by Elin Hilderbrand

★★★★☆ 4.6 out of 5

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To implement the One to Three Experiment effectively, organizations must adopt a systematic approach that encompasses the following key elements:

The first step involves identifying individuals with high potential and a strong desire for growth. This can be achieved through structured assessment processes, performance evaluations, and external candidate screening.

The selection of mentors is crucial to the success of the experiment. Mentors should possess a proven track record of success, a deep understanding of the organization's goals, and exceptional communication and leadership skills.

A well-defined mentorship framework provides structure and consistency to the experiment. This framework should outline the roles and responsibilities of both mentors and protégés, establish regular meeting schedules, and set clear expectations for progress and development.

Effective mentors provide their protégés with a range of development opportunities tailored to their individual needs and career aspirations. This

can include on-the-job experiences, formal training programs, networking events, and shadowing opportunities with senior leaders.

Regular performance monitoring is essential to assess the progress of the experiment and make adjustments as needed. This process should measure both the development of the protégés and the effectiveness of the mentorship relationships.

Numerous studies and case studies have demonstrated the significant impact of the One to Three Experiment on individual and organizational performance. Some of the key benefits include:

The personalized mentorship and targeted development opportunities provided through the experiment enable protégés to accelerate their professional growth and achieve higher levels of performance.

By investing in the development of their employees and creating a supportive work environment, organizations can significantly reduce employee turnover and retain top performers.

The experiment fosters a culture of mentorship, collaboration, and continuous learning, which has a positive impact on overall organizational productivity and morale.

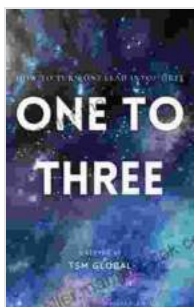
The identification and development of high-potential employees through the experiment ensures a pipeline of future leaders and strengthens the organization's long-term sustainability.

TSM Global, one of the world's leading esports organizations, has successfully implemented the One to Three Experiment to develop its

players and staff. By pairing accomplished veterans with rising stars, TSM has fostered a culture of excellence and innovation. For example, veteran player Doublelift has mentored rising star Lost, helping him become one of the top players in the League of Legends scene.

The One to Three Experiment is a transformative approach to talent development that has the power to unlock the full potential of individuals and organizations. By embracing the principle that for every exceptional individual, there are three others with the capacity to reach similar heights, organizations can create a culture of mentorship, foster continuous learning, and build a thriving workforce. As the war for talent intensifies, the One to Three Experiment stands as a valuable tool for organizations seeking to attract, develop, and retain the best and brightest minds.

- **Image 1:** A group of employees participating in a mentorship session, with a mentor (center) providing guidance to three protégés.
- **Image 2:** A graph showing the accelerated employee development achieved through the One to Three Experiment.
- **Image 3:** A photo of Doublelift (left) mentoring Lost (right) in the League of Legends game.



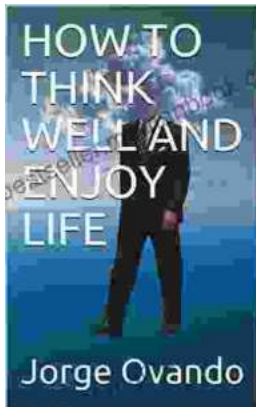
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