

Talent Management

Course Description

Talent management (TM) training is a great way for managers to boost their career. With businesses struggling to deal with economic, political and social turbulence around the world, the next generation of leaders are facing more complex challenges and must develop their capacity to lead responsibly and implement change where needed. In this course participants will learn tools, insights and hands-on experience to take on greater risks and responsibilities, it will also boost skills and performance and prepare participants for their next career move

Course Objectives

- Defining the linkages between organization excellence and effective people management
- Identifying the building blocks of talent management
- Learning how to set up a talent management system
- Being familiar with some tactics to identify, keep, develop and promote the best people
- Realizing the role of IT in supporting a talent management system

Who Should Attend?

- Managers
- Supervisors
- HR Staff
- Talent management professionals
- Anyone who is or will be responsible for managing teams or individuals

Program Schedule

DAY 1

- The foundations of TM
- Defining intangibles in TM
- The battle for brainpower
- The triumph of the HR department
- The rising importance of intangibles
- An architecture for intangibles

DAY 2

- HR's role in building organizational capabilities
- Realities about people today
- The HR conditions for organizational success
- Defining proactive TM
- How TM is different from succession planning and management

DAY 3

- Talent Management as part of a development culture
- Talent Management as part of risk management
- A New Framework for Talent Management
- Steps to Follow Talent Management

DAY 4

- Key positions and key people
- Identifying high potentials
- Integrating, coaching, training and development with TM
- Optimizing investment in people

DAY 5

- Institutional strategies and best practices
- Common mistakes made by companies and how to avoid them
- Integrating and compensation with TM
- Recommendations to keep your talented people
- Winning the war for talent