



Talent Management: Prepare Yourself to the Next Career Move

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.

The Training Course Will Highlight?

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.

Training Objective

- 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

Training Methods

- This interactive Training will be highly interactive, with opportunities to advance your opinions and ideas and will include.
 - Lectures
 - Workshop & Work Presentation
 - Case Studies and Practical Exercise
 - Videos and General Discussions

Course Outline

- **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

Course Outline

- **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