Strategic Talent Management Training

Description

Introduction

Executives involved in the war for talent including senior and middle line managers, HR executives, training managers as well as all those involved in designing and setting up talent management systems that will allow the organization to create organizational excellence and continuously improve its bottom line

Objectives

- Identify the building blocks of talent management.
- Set up a talent management system.
- Define the linkages between organization excellence and effective people management.
- Identify, keep, develop and promote the best people.
- Coach, train and develop superkeepers.
- Integrate compensation with talent management so they can retain their top people.
- Realize the role of Information Technology in supporting a talent management system.

Content

The War for Talent

- Six Realities about People Today
- The Battle for Brainpower
- Talent Management as Part of a Development Culture
- The Triumph of the HR Department

Intangibles: The New HR Return On Investment

- Intangibles Defined
- The Rising Importance of Intangibles
- An Architecture for Intangibles

- HR's Role in Building Organizational Capabilities

Proactive Talent Management

- Six HR Conditions for Organizational Success
- Defining Proactive Talent Management
- The Foundations of Talent Management
- How Talent Management is Different from Succession Planning

Talent Management: Problem or Solution?

- A Short Historical Perspective
- Talent Management as Part of Risk Management
- A New Framework for Talent Management

Creating a Talent Management System

- Four Steps to Follow
- Key Positions and Key People
- Identifying High Potentials
- The Performance Potential Grid
- The Talent Web
- Qualities of Processes Needed to Spot, Develop and Retain Excellence
- Integrating Coaching, Training and Development with Talent Management
- Optimizing Investment in People

Institutional Strategies for Dealing with Talent Management Issues

- Navigating the Forces Impacting Talent Management
- Institutional Strategies and Best Practices

Retaining Top Talent: The Big Challenge

- Common Mistakes Made by Companies and How to Avoid Them
- Integrating Compensation with Talent Management
- Twelve Recommendations to Keep your Talented People

Wrap Up: Turning your Organization into a "Talent Master"

- What it Takes to Become a "Talent Master"
- Winning the War for Talent