Training Program Description

Talent management involves individual and organizational development in response to a changing and complex operating environment. It is not just limited to attracting the best people from the industry but it is a continuous process that involves sourcing, hiring, developing, retaining and promoting them while meeting the organization’s requirements simultaneously. This training course will equip the participant with the necessary skills and knowledge required for talent recognition, management, retention and development; a sure way to ensure continuity and success.

Through the trainer’s expertise and practical knowledge, you will be able to define the key concepts associated with talent management and you will be able to:
- Identify types of talent.
- Identify key phases for implementing a talent management program.
- State the importance and benefits of talent management.
- Compare talent management with replacement planning and traditional processes.
- Identify methods to determine talent for a position.
- Build up questions that help you recognize talent.
- Use measures to retain talent.

This Training Program is designed for

Senior HR professionals, middle line managers, HR supervisors, 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.

The Learning Model

The trainer uses up-to-date training techniques and a variety of training methods, to give all participants the best opportunities for learning, including:
- Class Session
- Group Discussions
- Simulations exercises
- Case studies and Problem Solving Exercises
- Individual assignments
- Templates and tools
Course Duration

14 Training Hours

Training Program Outline

Talent Management Definition
- Define talent
- Identify types of talent.
- Define skills and knowledge.
- Differentiate between talent, skill, and knowledge.

Understanding Talent Management
- Key phases for implementing a talent management program.
- Guidelines for managing talent.
- The importance of talent management.
- Benefits of talent management.
- Compare talent management with replacement planning.
- Challenges in managing talent.
- Key elements in developing a winning talent strategy.

Clarifying Talent
- Methods to determine talent for a position.
- Guidelines for drafting a good job profile.
- Questions that help you to recognize talent.
- Ways to reward employees.
- Reasons for employees leaving an organization.
- Reasons for retaining talent.
- Measures to retain talent

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