



## Strategic Talent Management

In this course, you will be exposed to the best practices in strategic talent management as applied by some of the most successful organizations in the world. By learning how to identify potential talent within your organization, how to develop it and how to implement strategies to retain your best people, this course will help you and your organization become better equipped to win in the war for talent.

### Course Objectives

By the end of the course, participants will be able to:

- Identify the building blocks of talent management
- Create a talent management system
- Define the linkages between organization excellence and effective people management
- Identify hi potentials
- Coach, train and develop 'superkeepers'
- Integrate compensation with talent management so they can retain their top people
- Design strategies to retain talent
- Defend the role of information technology in supporting a talent management system

### Target Audience

- This course is targeted at those who are in supervisory and managerial positions including HR and talent management specialists with at least three years corporate experience. More specifically, this course is ideal for HR team leaders, HR managers and HR business partners as well as line managers.

### Course Outline

- The war for talent
- Six realities about people today
- The battle for brainpower
- The hard facts about employee engagement
- The hierarchy of needs, engagement levels and managing talent
- HR as the architects of the talent machine
- HR transformation is the big challenge
- The corporate talent system
- Some talent management Key Performance Indicators (KPIs)
- Intangibles: the new HR return on investment
- Intangibles defined
- The rising importance of intangibles





- An architecture for intangibles
- The new war for talent: war for deep specialization
- HR's role in building organizational capabilities
- Proactive talent management
- Six HR conditions for organizational success
- What talent management is not all about
- What talent management is all about
- Defining proactive talent management based on the experience of highly successful organizations
- The foundations of talent management; the performance -potential grid
- An integrated talent management system
- Talent management: problem or solution?
- A short historical perspective
- A new way to look at talent management
- The fundamental business challenge: managing risk
- Managing talent management
- A new framework for talent management: four principles to consider
- Building a talent management system
- Building a talent management system in four steps
- Develop assessment tools and scores
- Develop training and development solutions
- Assess each employee for core competencies and forecast potential
- Prepare action plans
- The HR guide to identifying high potentials
- Why the stakes are so high
- The three components of high potential:
- Aspiration
- Ability
- Engagement
- Mountain versus valley people
- Modern talent spotting: what to look for
- The CFO question
- The impact of good HR
- Qualities of processes needed to spot, develop and retain excellence
- 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

