

# Talent Management

## Overview

**Duration: Two Days**

Talent Management was initially used as an HR tool in the recruitment process. It has since developed into an essential business wide practice, used by management to cover many areas such as succession planning, development of the organisation and individuals, performance enhancement and organisational capability.

This course has been designed to help attendees develop Talent Management processes for their organisation.

## Description

The issue with many companies today is that organisations put tremendous effort into attracting employees to their company but spend little time on retaining and developing talent.

This training sets out to look at how to identify the talent within an organisation, along with the steps attendees can take to enhance and grow their talent and attract new talent to their organisation/business.

### Topics covered:

- **The key aim of the course is:** To identify the key stages to successful Talent Management within organisations, to enable employees to drive business success
- **Talent Management Definition** – Those individuals who are of value to an organisation, either considering their ‘high potential’ for the future or because they are fulfilling business/operation-critical roles etc.
- **Concept & Business Case** – Recognising that Talent Management needs to be one of your organisation’s key priorities
- **Talent /management Strategy** – Ensuring that the talent strategy is closely aligned with the corporate strategy must be a priority
- Talent Management Continuum:
  - **Attracting Talent** – Both internally and externally
  - **Developing Your Talent** – To meet organisational and individual needs
  - **Managing Your Talent** – Active steps taken to retain and engage talent for the future health of the organisation and individual
  - **Succession Planning** – Identifying and developing internal talent pools for key/critical organisational positions
  - **Evaluating Your Talent** – High-level and individual evaluations to ensure you have a robust Talent Management system in place

- **Retaining Your Talent** – Identifying ways to help improve retention of your talent
- **Management Policy** – The key aspects of a robust Talent Management Policy
- **Review of Session** – Creating an action plan to embed learning.

### **Who Should Attend?**

Leaders who want to learn how to:

- Recognise the business case for talent management and succession planning
- Identify the need to have talent management integrated into the strategy of their organisation to retain talent
- Recognise the key steps required to implement the Talent Management Continuum
- Draw up an action plan to address your talent management needs