

5-day Interactive Training Course

# Talent Management Masterclass

Talent Acquisition Strategies and Best Practices

19 Aug - 23 Aug 2024	Dubai – UAE	US\$ 4,950
23 Sep - 27 Sep 2024	Madrid - Spain	US\$ 5,950
28 Oct - 01 Nov 2024	Nevada - USA	US\$ 6,950
02 Dec - 06 Dec 2024	Dubai – UAE	US\$ 4,950
14 Apr - 18 Apr 2025	Dubai – UAE	US\$ 4,950



# Talent Management Masterclass

Talent Acquisition Strategies and Best Practices



## About the Course

Talent Management has become a critical component for achieving business success and maintaining a sustainable workforce. It effectively attract, develop, retain, and maximise the potential of their human capital in the organisation. Where skilled employees are a valuable asset, strategic talent management practices are crucial for fostering innovation, driving organisational growth, and maintaining a sustainable advantage.

This 5-day Talent Management Masterclass is designed for HR professionals, managers, and leaders who are keen to deepen their understanding and enhance their capabilities in talent management practices. Delegates will explore the core principles and strategic alignment of talent management with organisational goals. From acquiring top talent through effective recruitment strategies to nurturing their development with robust training programs and performance management systems, it will examine into every aspect crucial for maximising employee potential. Emphasis will also be placed on fostering a culture of continuous improvement and employee engagement, essential for retaining talent and ensuring long-term organisational success.

Delegates will gain insights into the latest trends and best practices in talent management, enabling them to implement innovative strategies that align with industry standards and regulatory requirements. It strengthen leadership development initiatives, or enhance performance management practices, this training program provides practical guidance and tools to address the diverse challenges faced in today's dynamic workplace environments.

## Core Objectives

The delegates will achieve the following objectives:

- Understand the fundamental principles and strategic importance of talent management in achieving organisational objectives
- Develop proficiency in designing and implementing effective talent acquisition strategies to attract top talent
- Enhance skills in assessing, selecting, and onboarding new hires to ensure a smooth integration into the organisation
- Learn best practices in talent development, including designing and delivering impactful training and development programs
- Master performance management techniques to set clear goals, provide effective feedback, and foster a culture of continuous improvement
- Gain insights into employee engagement strategies and retention techniques to mitigate turnover and enhance loyalty
- Acquire knowledge of succession planning processes to identify and develop future leaders within the organisation
- Explore the role of diversity, equity, and inclusion (DEI) in talent management practices and organisational culture

- Understand the importance of leveraging technology and data analytics in optimising talent management processes
- Develop actionable plans for implementing comprehensive talent management strategies aligned with organisational goals and industry best practices

## Training Approach

This training course is designed to provide a dynamic and interactive learning experience utilising a combination of interactive lectures, case studies, group discussions, and practical exercises to ensure comprehensive understanding and application of talent management principles.

Delegates will engage in interactive sessions led by industry experts, where they will delve into key concepts such as talent acquisition strategies, performance management techniques, and succession planning processes. Case studies and real-world scenarios will be analysed to apply theoretical knowledge to practical situations, fostering critical thinking and decision-making skills. Workshops focused on skills development, role-playing exercises, and Q&A sessions will further enrich the learning experience, allowing them to gain insights from diverse perspectives and refine their abilities in managing talent effectively.

Throughout the training program, emphasis will be placed on fostering a collaborative learning environment that encourages active participation, knowledge sharing, and continuous professional growth in the field of talent management.

## The Attendees

This training course is designed for professionals across various industries who are involved in talent management, recruitment, employee development, and organisational effectiveness.

Likewise, it will be valuable to the professionals but not limited to the following:

- HR Directors
- Human Resources Managers
- Talent Acquisition Specialists
- Learning and Development Managers
- Organisational Development Professionals
- Recruitment Managers
- Training Coordinators
- Employee Relations Specialists
- Operations Managers
- Senior Executives and Business Leaders

# DAILY DISCUSSION

## DAY ONE

### FOUNDATIONS IN TALENT MANAGEMENT

- Overview
- Importance of Talent Management in Organisations
- Strategic Alignment of Talent Management with Business Objectives
- Key Components of Talent Management
- Talent Acquisition Strategies
- Talent Assessment and Selection Processes
- Onboarding and Integration of New Talent
- Talent Retention Strategies
- Career Development and Succession Planning
- Performance Management in Talent Management

## DAY TWO

### TALENT ACQUISITION AND RECRUITMENT STRATEGIES

- Effective Recruitment Strategies
- Utilising Technology in Recruitment
- Candidate Sourcing Techniques
- Interviewing and Selection Methods
- Employer Branding and Employee Value Proposition (EVP)
- Diversity and Inclusion in Recruitment
- Legal and Ethical Considerations in Recruitment
- Metrics and Analytics in Recruitment
- Managing Recruitment Agencies and Partnerships
- Continuous Improvement in Recruitment Processes

## DAY THREE

### TALENT DEVELOPMENT AND TRAINING

- Employee Development Strategies
- Identifying Training Needs and Gap Analysis
- Designing and Implementing Effective Training Programs
- Leadership Development Programs
- Coaching and Mentoring Programs
- Learning Management Systems (LMS)
- Measuring Training Effectiveness
- Career Pathing and Development Plans
- Cross-Functional Training and Skill Enhancement
- Feedback and Performance Coaching

## DAY FOUR

### PERFORMANCE MANAGEMENT AND FEEDBACK

- Understanding Performance Management
- Setting SMART Goals and Objectives
- Performance Appraisal Methods
- Feedback Techniques and Strategies
- Continuous Performance Improvement
- Performance Metrics and KPIs
- Performance Calibration and Reviews
- Handling Performance Issues and Disciplinary Actions
- Employee Recognition and Rewards Programs
- Building a Culture of High Performance

## DAY FIVE

### TALENT RETENTION AND SUCCESSION PLANNING

- Retention Strategies and Employee Engagement
- Work-Life Balance Initiatives
- Benefits and Perks for Employee Retention
- Flexible Work Arrangements
- Managing Employee Turnover
- Succession Planning and Leadership Pipeline
- Identifying High-Potential Employees
- Developing Succession Plans
- Knowledge Transfer and Transition Management
- Continuous Improvement in Talent Retention Strategies



## THE CERTIFICATE

**XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.**