

5-day Interactive Training Course

Strategic Talent Management

Aligning Talent Strategy with Organisational Goals

19 Aug - 23 Aug 2024	London - UK	US\$ 5,950
07 Oct - 11 Oct 2024	Houston - USA	US\$ 6,950
18 Nov - 22 Nov 2024	Dubai - UAE	US\$ 4,950
09 Dec - 13 Dec 2024	London - UK	US\$ 5,950
27 Jan - 31 Jan 2025	Dubai - UAE	US\$ 4,950
26 May - 30 May 2025	Houston - USA	US\$ 6,950



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About the Course

This interactive 5-day Strategic Talent Management training course will give delegates the critical skills and knowledge necessary to manage talent in today's dynamic business environment effectively. As organisations face increasing competition and rapidly changing market conditions, the ability to attract, develop, and retain top talent has become a cornerstone of business success. It explored advanced strategies and best practices for talent management, equipping delegates with the tools needed to build and maintain a highly skilled and motivated workforce.

Throughout this training program, delegates will engage in a series of interactive sessions that blend theoretical frameworks with practical applications. It is structured to facilitate a thorough understanding of strategic talent management, covering various aspects from talent acquisition and development to performance management and succession planning. Immersing delegates in real-world scenarios and problem-solving exercises ensures they are well-prepared to implement effective organisational talent management strategies. The emphasis on aligning talent management with overall business strategy is a key component, ensuring that delegates can contribute to achieving their organisation's long-term goals.

It is ideal for HR professionals, managers, and business leaders who are responsible for talent strategy and workforce planning. Focusing on the strategic elements of talent management empowers delegates to drive organisational growth and performance through effective talent practices. They have a robust understanding of how to manage talent that enhances organisational efficiency, boosts employee engagement, and fosters a culture of continuous improvement. The skills and insights will enable delegates to make informed decisions, develop strategic talent initiatives, and ultimately contribute to their organisation's competitive advantage in the marketplace.

Core Objectives

The delegates will achieve the following objectives:

- Identify the key principles and components of strategic talent management
- Explain the importance of integrating talent management strategies with organisational goals
- Implement effective recruitment, development, and retention strategies within their organisations

- Evaluate current talent management practices to identify strengths and areas for improvement
- Assess the impact of various talent management initiatives on organisational performance
- Develop comprehensive talent management plans that address the needs of their organisations
- Measure and analyse the effectiveness of talent management practices using relevant metrics and analytics

Training Approach

This training course incorporates interactive lectures, group discussions, and hands-on workshops to actively engage delegates. Through practical exercises and case studies, delegates apply theoretical concepts to real-world scenarios, enhancing their understanding and skill application in talent management. This approach ensures that delegates gain practical insights and tools that can be immediately implemented to drive effective talent strategies within their respective organisations.

The Attendees

Delegates in this training course are professionals strategically managing talent within their organisations. They hold key roles in shaping workforce planning, fostering employee development, and ensuring alignment between talent strategies and business objectives.

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

- HR Managers and Directors
- Talent Acquisition Specialists
- Learning and Development Managers
- Organisational Development Professionals
- Senior Managers and Executives
- Business Leaders
- Succession Planning Coordinators

DAILY DISCUSSION

DAY ONE

TALENT ACQUISITION AND RECRUITMENT

- Workforce Planning and Needs Analysis
- Employer Branding and Value Proposition
- Sourcing Strategies and Channels
- Screening and Selection Techniques
- Interviewing Best Practices
- Candidate Experience Management
- Recruitment Metrics and Analytics

DAY TWO

EMPLOYEE DEVELOPMENT AND TRAINING

- Identifying Skill Gaps and Training Needs
- Designing Effective Training Programs
- Implementing Learning and Development Initiatives
- Leadership Development Strategies
- Coaching and Mentoring Approaches
- Leveraging Technology in Training
- Evaluating Training Effectiveness

DAY THREE

PERFORMANCE MANAGEMENT AND APPRAISAL

- Setting Performance Goals and Objectives
- Continuous Feedback and Communication
- Performance Appraisal Methods
- Developing Performance Improvement Plans
- Linking Performance to Rewards
- Employee Motivation and Engagement
- Performance Management Systems

DAY FOUR

SUCCESSION PLANNING AND CAREER DEVELOPMENT

- Identifying High-Potential Employees
- Career Pathing and Development Plans
- Succession Planning Strategies
- Retention of Key Talent
- Employee Career Development Programs
- Organisational Culture and Talent Retention
- Measuring Succession Planning Success

DAY FIVE

STRATEGIC WORKFORCE PLANNING AND TALENT ANALYTICS

- Aligning Talent Strategy with Business Goals
- Scenario Planning and Future Workforce Needs
- Talent Analytics and Data-Driven Decisions
- Managing Talent in a Dynamic Environment
- Workforce Diversity and Inclusion
- Integrating Talent Management Systems
- Evaluating and Improving Talent Management Practices



THE CERTIFICATE

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