

€ TRAINING

Talent Management Specialist





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Introduction:

This training program is designed to equip individuals with the specialized skills and knowledge necessary to effectively recruit, develop, and retain top talent within organizations. It prepares professionals to strategically align talent management initiatives with organizational goals, fostering a culture of excellence and driving long-term success.

Program Objectives:

At the end of this program, the participants will be able to:

- Gain expertise in talent management principles and strategies.
- Learn effective techniques for talent acquisition and development.
- Understand employee engagement, retention, and succession planning.
- Acquire knowledge of performance management and alignment with organizational goals.
- Cultivate a strategic mindset to address future talent needs.

Targeted Audience:

- HR professionals.
- Talent acquisition specialists.
- Training and development managers.
- Organizational development professionals.

Program Outlines:

Unit1:

Foundations of Talent Management:

- Introduction to Talent Management.
- Evolution of Talent Management Practices.
- Understanding Talent Acquisition.

- Recruitment Strategies and Techniques.
- Legal and Ethical Considerations in Talent Acquisition.

Unit 2:

Talent Development Strategies:

- Assessing Learning and Development Needs.
- Designing Effective Training Programs.
- Coaching and Mentoring for Talent Development.
- Career Planning and Succession Management.
- Performance Management Systems.

Unit 3:

Employee Engagement and Retention:

- The Importance of Employee Engagement.
- Strategies for Enhancing Employee Engagement.
- Recognizing and Rewarding Talent.
- Employee Retention Strategies.
- Building a Positive Organizational Culture.

Day 4:

Strategic Talent Management:

- Aligning Talent Management with Organizational Strategy.
- Talent Analytics and Predictive Modeling.
- Diversity and Inclusion in Talent Management.
- Managing Talent in a Global Context.
- Future Trends in Talent Management.

Day 5:



Technology in Talent Management:

- Role of HR technology in talent management.
- Applicant tracking systems and HRIS,
- Data analytics for talent insights.
- Future trends in talent management.