

€ TRAINING

Driving Performance Through Talent
Management

A photograph of four smiling professionals in a meeting. A woman in a black top and beaded necklace is in the foreground, looking towards the camera. Behind her are three other people (two men and one woman) in white shirts, looking towards the right. The background is a blurred office setting. A large blue curved graphic element is overlaid on the top and right sides of the image.

12 - 16 August 2024
Cambridge (UK)



Driving Performance Through Talent Management

REF: H214 DATE: 12 - 16 August 2024 Venue: Cambridge (UK) - Fee: 5830 Euro

Introduction:

This training program delves into advanced strategies and best practices for leveraging talent management to drive organizational performance. It empowers participants to align talent management processes with business goals, optimize employee potential, and enhance overall productivity.

Program Objectives:

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

- Understand the key components of talent management.
- Align talent management strategies with organizational performance.
- Develop and implement effective talent management practices.
- Utilize tools to assess and optimize employee performance.
- Foster a culture of continuous talent development.

Targeted Audience:

- HR Managers.
- Talent Management Professionals.
- Learning and Development Specialists.
- Organizational Development Consultants.
- Business Leaders focused on performance improvement.

Program Outline:

Unit 1:

Introduction to Talent Management:

- Overview of talent management concepts and frameworks.
- The role of talent management in driving business performance.
- Key talent management processes and their impact on organizational success.

- Identifying critical talent and key roles.
- Challenges in talent management and how to overcome them.

Unit 2:

Aligning Talent Management with Business Strategy:

- Integrating talent management with organizational objectives.
- Strategic workforce planning and talent alignment.
- Developing a talent management strategy that supports business goals.
- The role of leadership in talent management.
- Case studies on successful talent management alignment.

Unit 3:

Performance Management and Talent Development:

- Techniques for performance appraisal and management.
- Linking performance management with talent development.
- Tools and methods for assessing employee potential.
- Creating personalized development plans for high performers.
- Continuous feedback and coaching for talent enhancement.

Unit 4:

Talent Retention and Succession Planning:

- Strategies for retaining top talent in the organization.
- Succession planning to ensure leadership continuity.
- Identifying and nurturing future leaders.
- The impact of employee engagement on talent retention.
- Best practices for implementing succession planning.

Unit 5:



Measuring the Impact of Talent Management:

- Metrics and KPIs for evaluating talent management effectiveness.
- Tools for tracking and analyzing talent management outcomes.
- Reporting talent management results to stakeholders.
- Continuous improvement in talent management practices.
- Case studies on the impact of talent management on business performance.