

€ TRAINING

Talent Management and Development



6 - 10 October 2024
Dubai (UAE)



Talent Management and Development

REF: H1434 DATE: 6 - 10 October 2024 Venue: Dubai (UAE) - Fee: 4400 Euro

Introduction:

This training program delves into advanced strategies and contemporary approaches in talent management and development, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective talent management practices and drive organizational success.

Program Objectives:

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

- Understand the principles of talent management.
- Develop strategies for attracting and retaining top talent.
- Implement effective talent development programs.
- Utilize performance management systems for talent development.
- Align talent management strategies with organizational goals.

Targeted Audience:

- HR Managers.
- Talent Development Specialists.
- Organizational Development Professionals.
- Senior HR Executives.
- Learning and Development Managers.

Program Outline:

Unit 1:

Fundamentals of Talent Management:

- Understanding talent management principles.
- The role of talent management in organizational success.
- Identifying and attracting top talent.

- Talent management lifecycle.
- Key challenges in talent management.

Unit 2:

Talent Acquisition and Retention:

- Strategies for effective talent acquisition.
- Employer branding and its impact on talent attraction.
- Onboarding best practices.
- Retention strategies for top talent.
- Managing turnover and attrition rates.

Unit 3:

Talent Development Programs:

- Designing effective talent development programs.
- Identifying training and development needs.
- Implementing mentoring and coaching programs.
- Creating career development plans.
- Evaluating the effectiveness of development programs.

Unit 4:

Performance Management Systems:

- Understanding performance management systems.
- Setting and communicating performance expectations.
- Utilizing performance appraisals for development.
- Providing constructive feedback and coaching.
- Linking performance management with talent development.

Unit 5:



Aligning Talent Management with Organizational Goals:

- Integrating talent management with business strategy.
- Aligning talent development with organizational objectives.
- Utilizing HR analytics in talent management.
- Communicating talent management strategies to stakeholders.
- Future trends in talent management and development.