

# € TRAINING

## Talent & Succession Management Masterclass





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## Introduction:

The real reason for talent management and ensuring talent is attracted to your organization and that you provide the right environment, including pay structures, for talent to thrive and fully contribute to your organization. This new and exciting program will cover all the areas needed to help you set up a talent powerhouse from strategy differentiation to succession planning and all the steps necessary to make it happen. Participants will be able to use the new talent pipeline model and receive a copy for their use in the workplace.

## Course Objectives:

At the end of this course the participants will be able to:

- Build the business case for talent management to be part of the company's strategic policy
- Understand and be able to explain the value of a differentiation strategy
- Use two models to aid in creating the right organizational framework to enable talent to thrive
- Be able to demonstrate pay and remuneration processes that work to create high performance
- Use four techniques that will turn advertising and recruitment into a magnet for talent
- Use the "stickers, movers and leavers model" to direct organizational shape for talent
- Know and be able to take action on the principal reason for talent leaving the organization
- Focus training and development on running programs that make a difference
- Apply any of the three new approaches to succession planning to improve efficiency
- Know and be able to explain what to do with non-performers

## Targeted Audience:

- Managers, Supervisors, and Team Leaders
- HR Professionals
- Talent Management Specialists
- HR Team Leaders
- HR Managers
- HR Business Partners
- Line Managers
- Persons who want to get new knowledge to enhance their skills

## Course Outlines:

### Unit 1: The Strategic Decisions Needed for Talent Management:

- The business case for talent management
- The strategic focus needed to create the environment for talent management
- The new talent pipeline model
- Does the current Vision and mission statement attract winners or losers? Team exercise
- Getting the balance right - stickers, talent development and leavers
- The talent cycle from strategy to organizational improvement

### Unit 2: The Key Mechanisms to Make Talent Thrive:

- Systems needed - Pay, rewards and bonus systems
- Key features that attract talent, more than money
- The need to start at the top - a top-down approach
- Finding internal talent pools
- Differentiation - an essential element. The 70-20-10 principal explained
- Structure for maximum efficiency
- Pay and rewards for talent, average and poor performers

### Unit 3: What do Talent Powerhouses Look Like?

- Leadership, not management gets the best from talent
- What company has been voted America's most popular place to work five years in succession?
- An examination of what Google does different - case study
- What about more average companies - case study

### Unit 4: The Practice of Getting, Developing, and Benefiting From Our Talent Management Process:

- Advertising techniques to attract the best
- Appropriate screening processes - testing - personality profiling, assessment centers, and how the traditional interview needs to change its focus.
- Techniques for talent management training and development - use of learning agreements
- The key reason for losing talent

### Unit 5: Succession Planning - 3 New Approaches:

- Why performance appraisal reports are not a good method for selection
- The first approach - the talent pool method
- Second approach - the individual selection approach
- Third method - external recruitment and headhunting