€TRAINING

Talent Management & Development

3 - 7 November 2024
Cairo (Egypt)

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REF: H1434 DATE: 3 - 7 November 2024 Venue: Cairo (Egypt) - Fee: 3520 Euro

Introduction:

With the rise of the importance of integrated talent management systems, it is crucial that organizations design an effective and holistic talent management system; a system based on the company s strategic directive and integrated with other HR functions and processes. This course is designed to enable HR professionals to understand what talent management systems are, shed the light on associated tools, and design their own.

Course Objectives:

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

- Design an integrated talent management system in accordance with company strategy.
- Develop competency frameworks to serve as the basis for talent review, acquisition, and development.
- Use valid tools and techniques to assess the potential of talents.
- Train, develop, and coach talents using a wide range of impactful development methods.
- Assess organizational readiness and develop a pragmatic road-map to establish an integrated talent management system.

Targeted Audience:

- Supervisors.
- HR managers.
- Talent management specialists with at least three years of corporate experience.
- HR team leaders.
- HR business partners as well as line managers.

Course Outlines:

Unit 1: How do Companies Define Talent?

- The rationale behind talent management.
- The differentiation approach.
- The inclusive approach.
- Current challenges of talent management systems.
- Holistic and integrated talent management approach.

Unit 2: Guiding Principles of Talent Management Systems:

- Strategy alignment.
- Implications on talent management systems.
- Analysis of internal organizational environments.
- Strategy maps.
- Strategic objectives.
- Selection criteria:
    - The language of competencies.
    - The validity of assessment tools.

- Career development concepts.
- Internal consistency:
  - Reliability of performance management systems.
  - Compensation differentiation.
  - Cultural fit and the importance of diversity.

Unit 3: Talent Management System's First Pillar: Performance Management Scheme:

- Quantitative vs qualitative performance management systems.
- Differentiation between performance and potential.
- Defining potential.
- Value system approach.
- Competency-based approach.
- Integrated approach.

Unit 4: Talent Management System's Second Pillar: Talent Review:

- Identification and validation criteria.
- Assessing proficiency, ability, drivers, and personality.
- Assessment frameworks.
- Assessment and development centers.

Unit 5: Talent Management System's Third Pillar: The Talent Management Program:

- Stages of career development HRCI resources.
- Integrated development and training approach.
- Stakeholders: the role of talents, management, and HR.
- Tracking progress.
- Coaching talents.
- Succession planning charts.

Unit 6: Organizational Readiness and The Way Ahead:

- Assessing the readiness level of your organization.
- Implications on HR department and processes.
- Talent acquisition branding and value proposition.
- On-boarding process.
- Retention strategies.
- Learning and Development.
- Creating a talent management strategy.