



Driving Performance Through Talent
Management



24 - 28 June 2024
Milan (Italy)



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Introduction:

With the growth of the importance of integrated talent management systems, it is important 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:

- Identify the building blocks of talent management.
- Set up a talent management system.
- Define the linkages between organization excellence and effective people management
- Identify, keep, develop, and promote the best people.
- Coach, train, and develop super keepers.
- Integrate compensation with talent management so that they can retain their top people.
- Realize the role of IT in supporting a talent management system.

Targeted Audience:

- Senior and Middle Line Managers
- HR Executives
- Training Managers
- Persons involved in designing and setting up talent management systems that will allow the organization to create organizational excellence and continuously improve its bottom line

Course Outlines:

Unit 1: A World of Poachers:

- The Battle for Talent
- The War for Talent
- The Triumph of the HR Department

Unit 2: Proactive Talent Management:

- The Six HR Conditions for Organizational Success
- What is Proactive Talent Management PTM?
- How Proactive Talent Management Fuels Organizational Excellence
- Creating a PTM System - Four Steps

Unit 3: The Foundations of a Proactive Talent Management System:

- Competencies
- Performance Management

- Performance Appraisal and Potential Forecast

Unit 4: The Forces Influencing Talent Management:

- High-Performance Management Practices
- Workforce Value Proposition
- Demographics
- The Changing Role of the HR Professional
- Institutional Changes for Dealing with Talent Management Issues
- The Top Twenty Companies for Building Leaders: How Do They Do It?

Unit 5: Talent Planning:

- Identifying High Potentials
- Key Positions and Key People
- Common Factors among High Potentials
- The Performance Potential Grid
- Qualities of Processes Needed to Spot, Develop and Retain Excellence
- Integrating Coaching, Training, and Development with Talent Management
- Optimizing Investment in People

Unit 6: Using Compensation to Implement a Talent Management Plan:

- Integrating Compensation with Talent Management
- Compensating Superkeepers
- Linking Competencies to Performance and Pay
- Using Long-Term Incentives to Retain Top Talent

Unit 7: Summary and Wrap Up:

- Laying the Ground for a Talent Management System - The Design Phase
- Handing Over the Reins - The Implementation Phase
- The Critical Success Factors