Transformation Pillar:
Strategic HR Leadership

Certificate in Strategic Talent Management

Identifying, Developing, and Retaining Talent for Organisational Success

COURSE OVERVIEW

Even in the era of evolving market dynamics and economic challenges, industries around the world are still experiencing growth. This growth, coupled with an aging workforce and skills shortage, has left many organizations with a looming labor shortage; not just a people shortage but also a skills shortage. Therefore, organizations must rapidly recruit, train, and successfully retain talent. Yet, competition for talent remains tight due to limited availability of skills and experience within any given demographic. This challenge is further highlighted by outdated HR processes that employ obsolete talent acquisition, development, and retention strategies.

With a special focus on Technical Talent Management, this highly condensed workshop has been developed in response to the abovementioned challenges. In the short time available, this workshop will attempt to dissect the Talent Management paradigm and explore the underlying implications, linkages, and organizational influences that can make, or break, a Talent Management strategy. This will be a highly practical workshop, rich with interactive discussions, action-learning opportunities, and exercises where we will be utilizing the participants' organizations as rich and practical case studies for conducting SWOT analyses, considering the costs of failure, analyzing emerging trends, and studying the integration of prevalent models. Prior to the workshop, attendees will be asked to complete a worksheet identifying current Talent Management practices within their organization and highlighting their perceived needs behind this workshop. With the right mindset, participants should walk away with a lingering taste of the tools, skills, and knowledge necessary to build successful, and sustainable, Talent Management strategies.

WHO SHOULD ATTEND

• HR Professionals aiming to understand or, better still, implement a transformational Talent Management system
• HR managers, OD Managers and L&D Heads
• HR Policy Developers and Decision Makers

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Understand** the Talent Management process and its components
- **Recognise** the impact of Talent Management failure on organisations
- **Understand** the processes needed to accelerate Talent Management
- **Understand** the application of an Integrated Talent Management model
- **Develop** a transformational Talent Management framework

COURSE METHODOLOGY

This training course will combine tutor-led presentations with highly interactive case-studies, relevant and thought provoking exercises, practical demonstrations and facilitated discussions. Delegates will be encouraged to participate actively in relating the principles of talent management and high potential development to the particular needs of their workplace.

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