



TALENT MANAGEMENT:

Developing Multicultural Leaders

Course Introduction:

This practical program illustrates the strategies that are needed to attract, manage, develop and retain motivated, talented and loyal staff, determining what actions are needed immediately and what strategic actions need to be taken later.

The selection of key staff into any organization is a critical activity. We will examine the interview methods available and also look at the effective use of Psychometrics and Assessment and Development Centres.

Participants will also examine development and succession planning before considering the retention of talented individuals.

Course Objectives:

By the end of the program, 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 Information Technology in supporting a talent management system.

Who Should Attend?

Executives involved in the War for Talent and this includes senior and middle line managers, HR executives, training Managers as well as all those 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 Outline:

The War for Talent

- Six Realities about People Today
- The Battle for Brainpower
- Talent Management as Part of a Development Culture
- The Triumph of the HR Department

Intangibles: The New HR Return On Investment

- Intangibles Defined

- The Rising Importance of Intangibles
- An Architecture for Intangibles
- HR's Role in Building Organizational Capabilities

Proactive Talent Management

- Six HR Conditions for Organizational Success
- Defining Proactive Talent Management
- The Foundations of Talent Management
- How Talent Management is Different from Succession Planning and Management

Talent Management: Problem or Solution?

- A Short Historical Perspective
- Talent Management as Part of Risk Management
- A New Framework for Talent Management

Creating a Talent Management System

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

Institutional Strategies for Dealing with Talent Management Issues

- Navigating the Forces Impacting Talent Management
- Institutional Strategies and Best Practices

Retaining Top Talent: The Big Challenge

- Common Mistakes Made by Companies and How to Avoid Them
- Integrating Compensation with Talent Management
- Twelve Recommendations to Keep Your Talented People

Wrap Up: Turning Your Organization into a "Talent Master"

- What It Takes to Become a "Talent Master"
- Winning the War for Talent

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures
- Case Studies and Self Questionnaires
- Group Work

Course Fees:

To be advice as per course location. This rate includes participant's manual, Hands-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate:

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session