



# Driving Performance through Talent Management

course code: H3018 From: 18 November - 6 December 2024 Venue: Munich (Germany) - course Fees: 6750 Euro

## Program 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 superkeepers.
- Integrate compensation with talent management so that they can retain their top people.
- Realize the role of IT in supporting a talent management system.

## This Program is designed for:

Executives involved in the War for Talents 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. This program is worth 25 NASBA CPEs.

## Program Outline:

### A World of Poachers

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

### 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

### The Foundations of a Proactive Talent Management System

- Competencies
- Performance Management
- Performance Appraisal and Potential Forecast

### 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

### 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

## 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?

## 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