



Talent & Succession Management Masterclass



9 - 20 September 2024



Boston (USA)

# Talent & Succession Management Masterclass

course code: C8216 From: 9 - 20 September 2024 Venue: Boston (USA) - course Fees: 5500 Euro

## INTRODUCTION

Two quotations that will show you the value of this programme:

***“Good people produce 40% more than average people”*** (Chartered Institute of Personnel and Development 2008)

***“A good employee is 50 times better than an average employee.”*** Steve Jobs CEO and owner of Apple

That is the real reason for talent management and ensuring talent is attracted to your organisation and that you provide the right environment, including pay structures, for talent to thrive and fully contribute to your organisation. This new and exciting programme will cover all the areas needed to help you set up a talent powerhouse from strategy differentiation to succession planning and all the steps necessary to make it happen. Delegates will be able to use the new (2008) talent pipeline model, and receive a copy for their use in the workplace.

If you're still not convinced - one final quotation from Jim Collins author of ***“Good to Great”***  
***“People are not your most important asset. The right people are”***

## PRE-REQUISITE

Delegates attending should bring with them their current organisation's Vision and Mission statements.

## CONFERENCE OBJECTIVES

- Build the business case for talent management to be part of the company's strategic policy
- Understand and be able to explain the value of a differentiation strategy
- Use two models to aid in creating the right organisational framework to enable talent to thrive
- Be able to demonstrate pay and remuneration processes that really work to create high performance
- Use four techniques that will turn advertising and recruitment into a magnet for talent
- Use the “stickers, movers and leavers model” to direct organisational shape for talent
- Know and be able to take action on the principle reason for talent leaving the organisation
- Focus training and development on running programmes that make a difference
- Apply any of the three new approaches to succession planning to improve efficiency
- Know and be able to explain what to do with non performers

## CONFERENCE METHODOLOGY

This interactive programme will use a variety of current case studies and DVD's to explain key learning principles. There will also be group work to enable learning takes place in a relaxed and friendly environment.

Each delegate will get an A3 coloured talent pipeline process map.

## **CONFERENCE SUMMARY**

This masterclass will cover the full range of talent management from strategic design, though recruitment, development and succession planning. There will be ample opportunities for you to ask - and have your questions answered from our senior instructor who has a wide range of international experience in this area.

## **CONFERENCE OUTLINE**

### **The strategic decisions needed for talent management**

- Introductions and masterclass objectives
- The business case for talent management
- The strategic focus needed to create the environment for talent management
- The new (2008) talent pipeline model
- Does the current Vision and mission statement attract winners or losers? Team exercise
- Getting the balance right - stickers, talent development and leavers
- The talent cycle from strategy to organisational improvement
- Review of Day 1

### **The key mechanisms to make talent thrive**

- Systems needed - Pay, rewards and bonus systems - Sysco case study and DVD
- Key features that attract talent, more than money
- The need to start at the top - top down approach
- Finding internal talent pools
- Differentiation - an essential element. The 70-20-10 principal explained
- Structure for maximum efficiency
- Pay and rewards for talent, average and poor performers
- Review of Day 2

### **What do talent powerhouses look like?**

- Leadership not management gets the best from talent
- DVD Johnsonville foods - by Tom Peters. Group discussion
- What company has been voted America's most popular place to work five years in succession? DVD and case study (and it's not Google)
- An examination of what Google does different - case study
- So what about more average companies - group work and case study (Toshiba and Range Rover)
- Review of Day 3

### **The practice of getting, developing and benefiting from our talent management process**

- Advertising techniques to attract the best
- Appropriate screening processes - testing - personality profiling, assessment centres and how the traditional interview needs to change its focus. This session will be reinforced with practical examples of what to look for and the tools needed
- Techniques for talent management training and development - use of learning agreements
- The key reason for losing talent - DVD and case studies
- Review of Day 4

### Succession Planning - 3 new approaches

- Why performance appraisal reports are not a good method for selection
- First approach - the talent pool method - case study
- Second approach - the individual selection approach
- Third method - external recruitment and head hunting
- Review of Day 5