

# Talent Master for Talent and Hr Specialists

Understand HR's role in developing strategies, processes and tools to attract, engage, develop and retain talent for current and future business success.

## OVERVIEW

### Why you need this

With organisations today operating under unprecedented conditions of competition and turbulence, it is increasingly difficult to attract and retain talented employees and scarce skills positions. It is therefore imperative that during these times, organisations develop a purposeful process for sourcing, attracting, engaging, managing, developing and retaining key talent.

Whilst many organisations agree that sourcing and retaining key talent is one of their key strategic challenges, they still struggle with implementing an integrated talent strategy that creates the right culture for talent and truly shifts the risk of talent in the organisation.

Talent and HR specialists need to become experts at designing and implementing talent strategies, processes and tools. They also need to understand their role in working together with executives and line managers for an integrated talent culture and solution.

## TARGET AUDIENCE

### Who needs to attend

This workshop is relevant to talent specialists and HR managers that are involved in the strategic management of talent. The workshop examples are adjusted to different levels of HR professionals and we suggest that participants of a similar level attend together.



## OUTCOMES

### What you will get

- To understand the business imperative for talent management
- To understand the key elements of a talent management strategy and process
- To understand key talent management tools
  - Leadership pipeline and career matrix
  - Mission critical positions and scarce skills matrix
  - Nine box performance and potential matrix
  - Portfolio of evidence
  - Career development discussion and planning templates
  - Talent readiness assessment and development
  - Succession plan
- To practice skills in applying talent processes
  - Preparing for and holding career discussions
  - Preparing for and facilitating talent forums
  - Preparing for and facilitating strategic succession risk and planning sessions
- To understand the roles and commitment required to implement talent management successfully
  - Roles of HR, line, executives, employees, talent forum members
  - Talent metrics
- Taking talent management to the next level
  - Strategic workforce planning
  - Strategic sourcing and Employee Value Proposition
  - Talent Segmentation
  - Accelerated learning for potential successors
  - Engagement and Retention Strategies
- Case studies and lessons learnt

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



## OUTLINE

### What you will learn

Module 01 Strategic Imperative framework and process	Module 02 Talent Tools	Module 03 Talent implementation and roles	Module 04 Taking Talent to the next level
<ul style="list-style-type: none"><li>• The perfect talent storm</li><li>• Business case for talent management</li><li>• Definitions</li><li>• Strategic talent framework</li><li>• Talent principles</li><li>• Talent process and steps and annual calendar</li><li>• Gaining strategic buy-in</li><li>• Talent as a culture</li></ul>	<ul style="list-style-type: none"><li>• Leadership pipeline and career matrix</li><li>• Mission critical positions and scarce skills matrix</li><li>• 9 box performance and potential matrix</li><li>• Portfolio of evidence</li><li>• Career development discussion and planning templates</li><li>• Talent readiness assessment and development</li><li>• Succession plan</li></ul>	<ul style="list-style-type: none"><li>• Preparing for and holding career discussions</li><li>• Preparing for and facilitating talent forums</li><li>• Preparing for and facilitating strategic succession risk and planning session</li><li>• Talent roles and commitment - HR, Line, Execs, Employees, Talent forum roles</li><li>• Talent metrics</li></ul>	<ul style="list-style-type: none"><li>• Strategic workforce</li><li>• Strategic sourcing and Employee Value Proposition</li><li>• Talent segmentation</li><li>• Accelerated learning for potential successors</li><li>• Engagement and Retention Strategies</li><li>• Case studies and lessons learnt</li></ul>

## APPROACH

### How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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