

## Talent Management

Every company wants to have the best and brightest employees, and with Talent Management that can be achieved. With a company's workforce generally being its highest cost, does it not make sense to invest in it? With Talent Management you are developing a more skilled workforce, and attracting better and more skilled new hires.

We all know that training and retraining is expensive, and our Talent Management workshop will reduce these costs. Recruiting the correct people, and keeping a talented workforce is a priority. Having a talented group of employees has always been a key to success; it will translate into better performance and higher productivity. Talent Management is the investment that will pay dividends for years to come.



### Course Outline:

#### Module One: Getting Started

- Icebreaker
- Housekeeping Items
- The Parking Lot
- Workshop Objectives

#### Module Two: Defining Talent

- What is Talent Management
- Types of Talent
- Skills and Knowledge Defined

#### Module Three: Understanding Talent Management

- Guidelines
- Importance & Benefits
- Challenges
- Key Elements to Developing a Winning Strategy

#### Module Four: Performance Management

- Performance Management Defined
- Benefits
- How to Keep Your Employees Motivated
- Case Study

**Module Five: Talent Reviews**

- 360 Degree Feedback
- Talent Calibration
- Maintaining an Effective Work Force
- Looking to the Future

**Module Six: Succession & Career Planning**

- What is Succession Planning?
- Developing a Plan
- Executing the Plan
- Overcoming Roadblocks
- Case Study

**Module Seven: Engagement**

- Employee Engagement
- Generating Engagement
- Influences
- Case Study

**Module Eight: Competency Assessments**

- Competency Assessment Defined
- Implementation
- Final Destination
- Case Study

**Module Nine: Coaching, Training & Development**

- Setting Goals
- Developing Options
- Providing Feedback
- Wrapping Up

**Module Ten: Do's and Don'ts**

- Do's & Don'ts
- Tips for Talent Management
- Case Study

**Module Eleven: Employee Retention**

- Goals and Motivation
- The Expectancy Theory
- Object Oriented Theory
- Case Study

**Module Twelve: Wrapping Up**

- Words from the Wise
- Review of Parking Lot
- Lessons Learned
- Completion of Action Plans and Evaluations