



Talent Management

Organizations understand the significance of having engaged talented individuals, for business outcomes. The presence of the people at the time is crucial for consistent growth, success and stability. While many Human Resource managers recognize the importance of hiring the individuals some organizations tend to overlook the management of their existing talent database.

This course offers insights into ensuring that you have a pool of individuals ready to contribute effectively. It will guide you in developing a program to assess and nurture the talents of your workforce in anticipation of needs. Additionally, it will equip you with knowledge, on how to adapt your organization to evolving marketplaces by incorporating cutting edge research.

Course Overview

At the beginning of this workshop participants will have an opportunity to familiarize themselves with each other and discuss what they can expect throughout the day. They will also be able to establish their learning objectives.

This workshop aims to assist you in teaching participants aspects of talent management within their organization.

- Apply the multifaceted aspects of talent management in their own organization
- Describe the skills required to manage high potential candidates
- Recognize and foster talent within an organization
- Explain the principles of competency-based management
- Use the language for talent management

Understanding Talent Management

During the workshop participants will learn how to apply talent management strategies identify and nurture individuals understand competency-based management principles and effectively communicate using talent management language.

Understanding Performance Management

The workshop begins with an exploration of the origins and importance of talent management programs. Participants will gain insights, into performance management models. How they differ from talent management.

Understanding Succession Planning

Participants will learn about terms techniques for identifying individuals and resources as well as performing risk assessments.

Creating a Talent Management Plan

Participants will be guided through the three steps of developing a talent management plan. Encouraged to envision its implementation.

Competency-Based Programs

Participants will explore competency-based programs and models including Goleman's intelligence model.

Identifying Talent

To enhance understanding further this session includes a discussion, on identifying key talent groups within organizations. A case study will also be presented to facilitate application. Participants will also gain knowledge about programs.

Bring on the Strength of the Team

During this session participants will explore how existing human resource programs can be utilized to support talent management.

Conducting Talent Assessments to Create a Profile of Potential

Following that participants will be introduced to a three-phase process for developing a talent profile and a methodology for compiling the results. They will also have the opportunity to begin working on a talent profile form specific to their organization.

Maintaining Engagement

This session will delve into the concept of abilities and aspirations through discussions and a case study. Additionally, participants will receive tips to help maximize performance from their performers.

Reviewing Talent

In this segment participants will become familiar with the structure of talent review meetings and crucial follow up activities.

Show Me the Rewards!

Subsequently participants will examine how compensation plays a role in a talent management plan.

Communicating with High Potential Individuals

This portion of the program will explore viewpoints regarding whether or not potential individuals should be informed about their status.

Strategies for Development

During this session participants will gain insights into personal development strategies such, as setting goals using SPIRIT framework utilizing 360° feedback coaching, mentoring and embracing development methods.

Get ready for a reality check!

In this session we'll dive into the talent management strategies of three organizations.

Fostering Engagement

We'll be focusing on how to foster engagement, among your employees providing you with ten Cs to keep them motivated and involved.

Evaluating the Plan

Participants will learn about a six-stage evaluation process that can help you effectively assess and improve your talent management program.

Wrapping-Up the Workshop

To wrap up the workshop there will be a chance for participants to ask questions and create an action plan.

Visit <https://paramountraining.com.au> for more information or call 1300 810 725