TECHNICAL
EDUCATION
ACADEMY

School of Business and Management

COURSE PROGRAMME

000221

HRMT002 - Talent Management and Succession Planning

Talent strategies provide critical new knowledge for leaders throughout the organisation to make the evolutionary leap from narrowly focused administrators to strategic business partners.



Learn from the Best in the Business!

Course overview

Intermediate level

Why take this course

Talent strategies provide critical new knowledge for leaders throughout the organisation to make the evolutionary leap from narrowly focused administrators to strategic business partners. Leaders who understand and have the right skill set to master their team's role in driving the business forward and at the same time, who can work in concert with managers at all levels of the organization such as HR professionals, Organisational Development Professionals, Personnel Managers, Line Managers, Heads of Departments, Directors, Vice Presidents, Key Executives, All the C-Levels (CEOs, CFOs, COOs) and anyone who is involved in Human Resource and Talent Management issues including planning, interviewing, recruiting and selection.

All need to understand the importance of talent and the foundational skills for strategic talent management. The global knowledge economy has changed the rules of competition and organizations now succeed on their abilities to innovate, adapt and execute. These are human attributes that can only be unlocked by leadership, systems and practices that engage and empower great talent.

Who it is for and how it helps

HR professionals, Organisational Development Professionals, Personnel Managers, Line Managers, Heads of Departments, Directors, Vice Presidents, Key Executives, all the C-Levels (CEOs, CFOs, COOs) and anyone who is involved in Human Resource and Talent Management issues including planning, interviewing, recruiting and selection

What you will learn

- Define 'talent' and differentiate talent management from succession planning, replacement planning and traditional processes
- Describe key factors and techniques in identifying potential high performers
- Identify appropriate recruitment and development methods for your organisation's talent management and succession planning initiatives
- Develop talent maps, career paths and remuneration strategies
- Manage your own and other key stakeholders' expectations and aspirations of the succession pool
- Evaluate the success of succession planning

Curriculum

Modules 01–06

01 Talent and succession planning – an overview

- The difference between talent management, succession planning, replacement planning and traditional processes
- The key elements of an integrated 'joined up' talent and succession plan
- Examples of best practice, classic pitfalls and latest trends in succession planning

02 Attraction and engagement of talent

- External recruitment and selection to attract the talent you require now and in future
- Internal identification of talent – key roles and paths and creating the right climate

03 Talent management

- Identify types of talent.
- Hierarchy of Managerial Skills
- Uncover best practices in talent management.
- Identify methods to determine talent for a position.

04 Select and manage talents

- Types and elements of talent management.
- The building blocks: the 9 elements.
- Talent management, succession planning and replacement planning.
- Identify methods to determine talent for a position.
- Identify ways to reward employees.
- Identify measures to retain talent.

05 Development and succession

- The link to change management – future proofing and forecasting for future needs of the business
- Use of relevant techniques – talent pools and maps, career paths, attitude surveys, 360 feedback

06 Career Development

- Stages of career development – Erikson's Life Stages model
- Stages of career development – Working Careers model

Curriculum

Modules 06–08 · Module 06 — continued

- Stages of career development – Professional Careers model
- Career counseling
- Expatriate career management and training

07 Retention and remuneration

- Who to keep and why the most capable aren't always the best to retain
- How to create loyalty and productivity without 'handcuffs' and burnout

08 Evaluation and action

- The key phases of implementing a talent management programme and succession plan.
- Setting up talent management and succession planning systems.
- How to measure the success of your approach and build an action plan.

Pre-course requirements

- Базовое понимание данной темы

Joining the programme

Contact the Academy and quote course code 000221 to confirm dates, delivery format, prices and enrolment terms.

Training for your team

Tell us your business goals, the roles and number of participants, and your preferred dates and location. This will help us discuss the right training option.

Preparing for the programme

Read the pre-course requirements in this programme before enrolling.

Discuss your training needs

mail@tecedu.org
www.tecedu.academy

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