TALENT MANAGEMENT
Strategies

Course Introduction:

ICTD support organizations to build on their existing talent and empower managers to become leaders to drive their organizational performance. ICTD aims to develop a talent management strategy that would develop the facility's future leaders.

Course Objectives:

- Track the latest developments in Human Resources & Talent Management,
- Get exposed to the Competency based Talent Management model,
- Identify the Talent Management Rationale in terms of Attract, Develop, Retain & Transfer
- Identify people development metrics that support corporate strategy,
- Track human performance against established strategic and operational goals
- Identify specific Talent Management specific Tools: training and development, Compensation and benefit, Performance Appraisal and Succession planning

Who Should Attend?

- HR Managers and supervisors
- Training professionals
- Human resource professionals
- Head of Departments involved in Talent Acquisition, Performance Appraisal.

Course Outline:

HUMAN RESOURCES, PEOPLE MANAGEMENT & TALENT MANAGEMENT
- People Management Practices in the World and in the Region: Gulf Countries, Middle East & the Arab Countries
- Talent Management Standards:
    o IIP - Investors in People (UK),
    o EFQM - European Foundation for Quality Management.
- Talent Management a main subsystem of the Management Mix (The 9-5-4 Guide)

CASCADING TALENT MANAGEMENT POLICIES & PROCEDURES
- The Talent Management Policy based on Corporate Mission & Vision
- The Talent Management Process Map

DEVELOPING A COMPETENCY BASED TALENT MANAGEMENT
- The Knowledge (know) – Skills (do)– Attitude (be)
- The 4 Competencies in Organizations
    o Generic Competencies

- o Managerial Competencies
- o Key Competencies
- o Support Competencies

BUILDING THE HUMAN RESOURCES BSC
- Scorecard fundamentals
- Learning and growth (HR) perspective: How can we improve and evolve?
- Linking the perspectives to vision and strategy

People Management:
- People resources are planned, managed & improved
- People's knowledge and competencies are identified, developed and sustained
- People are involved and empowered
- People and the organization have a dialogue
- People are rewarded, recognized and cared for managed

People results:
- Perception measures
- Performance Indicators

TALENTS JOB DESIGN & DEVELOPMENT
- Organizational Policy
- Layering & Rightsizing Policy
- Process Design
- Job Design, including the main Duties & Responsibilities & Competencies by Job Title.

TALENT PERFORMANCE APPRAISAL
- Talent Acquisition Policies & Techniques
- Talent Acquisition Tools & Techniques
- Develop a Template for Performance Appraisal

TALENT TRAINING & DEVELOPMENT
- Talent Development Policies & Techniques
- Talent Development Tools & Techniques
- Develop a Template on Training Needs Assessment

CAREER PROGRESSION & TRANSFER
- Talent Progression & Transfer Policies & Techniques
- Talent Progression & Transfer Tools & Techniques

COMPENSATION & BENEFITS

- Compensation & Benefits Policies & Techniques
- Compensation & Benefits & Techniques

SUCCESSION PLANNING

- Succession Planning Policies & Techniques
- Succession Planning Tools & Techniques

TALENT MANAGEMENT SCORECARD

- Main Talent Management KPI's
- A holistic Talent Management Scorecard

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures
- Case Studies and Self Questionaires
- Group Work
- Discussion
- Presentation

Course Fees:

To be advice as per course location. This rate includes participant's manual, Hands-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Certificate:

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session