



Great North Business Incubator
Stop Hunger. Join us for Sustainable Development

Course Title: Strategic Talent Management Short course

Course Overview

The 21st Century Business Environment has seen the rise of integrated talent management systems for competitive advantage, a system that is anchored on the organization's strategic goal which is aligned to the HR functions and processes. The rationale for the Talent management course, is designed to inculcate the HR professionals understand what talent management systems are, enlighten the delegates on associated tools, to enhance their capacity to design their own.

Learning Outcomes/ Objectives

- Assess organisational readiness and develop a solid plan to establish an integrated talent management system
- Train develop and coach talents through the use of realistic and practical methods and tools
- Develop competency frameworks aimed to provide bench marks for talent review, acquisition and capacity development
- Design an integrated talent management system that is aligned with the organisational strategy

KEY BENEFITS

- Gain expertise in strategic thinking and talent management
- Effective performance management and succession planning.

PARTICIPANT PROFILE

Strategic Talent Management in organisations is designed specifically for Human Resources Managers, General Managers, Head of Departments, Training Managers, HR Team leaders, Supervisors, talent management specialists, including board members, responsible for human capital development.

PROGRAMME CONTENT

The programme develops participants' talent management skills in the following areas.

Module one: Business Strategy: The delegates will analyse the business strategy of their organisations and its position strategy in the competitive markets. This will enable delegates to assess the business external environmental factors that impacts on them. The following topics will be covered;

Strategy alignment

- Implications on talent management system
- Analysis of internal organisational environment
- Strategic goals
- Strategy maps Selection criteria
- Internal consistency
- Career development concepts
- Compensation differentiation

Module Two: Human Capital Strategy

This module will help delegates to determine the organisational competencies that the organisation is prioritizing by identifying key thrusts, metrics and culture required to achieve the strategic competitiveness.

Module three: Talent management definition and rationale.

Delegates will learn how to define talent. Furthermore, the delegates are exposed to the following learning on this module;

- Rationale behind talent management
- Differentiation approach
- Inclusive approach
- Current challenges of talent management systems
- Holistic and integrated talent management approach

Module Four: Principles of Talent management system.

Delegates will learn to assess their talents by determine what roles, "to buy, build or borrow". Thus, defining what internal and external resources will be needed. How to recruit and on-board new talent.

The delegates will be exposed to the key pillars in designing an integrated talent management system;

- Performance management scheme first pillar;
 - Talent management pillars
 - Quantitative versus qualitative performance management systems
 - Differentiation between performance and potential
 - Defining potential
 - Value system approach
 - Competency based approach
 - Integrated approach

- Talent management system second pillar: Talent review
 - Identification and validation criteria
 - Assessing proficiency, ability, drivers and personality
 - Assessment frameworks
 - Assessment and development centers

- Talent management third pillar: The pillar talent management program
 - Stages of career development (HRDCI) resources
 - Integrated development and training approach
 - Stakeholders, the roles of talents, management and Hr.
 - Tracking progress
 - Coaching talents
 - Succession planning charts

Module Five Performance management system: This module involves setting performance objectives, defining performance support, ongoing learning and development needs and feedback mechanisms

Module Six: Organisational readiness for the implementation of talent management system

Delegates will learn their organisations readiness and the way forward by covering the following topics;

- Assessing the readiness level of your organisation
- Implications on HR department and processes in talent acquisition branding and value proposition
- On-boarding process
- Retention strategies
- Learning and development
- Creating a talent management strategy

Course Dates

1 st Course Dates	11 February 2019 - 22 February 2019.
2 nd Course Dates	7 May 2019- 18 May 2019
3 rd Course Dates	3 September 2019- 14 September 2019
4 th Course Dates	18 November 2019- 29 November 2019
Price Per Person	\$ 3,625 VAT INCLUDED
Accommodation	Ranges from \$65- \$ 100 Per day per delegate for 14 days including bed and breakfast

Note: The course fees cover lunch, refreshments for the course duration. It also includes Airport pick up to and fro OR Tambo International Airport to the Lodge. It also covers an excursion to South Africa's chosen resort on one Friday of the first week of training.

Register online and make the necessary payments 10 days before course dates.