

# The Talent War - Art of Talent Management & Succession Planning

Human Resources



9175



In-Class



16 hours



EGP 6,090

## Course Description:

Retaining talent is becoming a continuous war we manage in our organizations day in and day out. The War of Talents is not about how to attract new talent but how to keep your own talents with an ecosystem that matches their need.

## Target Audience:

This course is intended for HR Professionals & Talent Managers.

## Course objectives:

**By the end of the course, participants will be able to:**

- Understand Talent Management and diagnose talent gaps, align leadership, and map critical roles.
- Develop talent programs and build succession pathways.
- Illustrate how to draw a future talent strategy

## Course Outline:

### Module 1: Understanding Talent Management

- What is Talent, and why is it important to build the talent pipeline of an organization
- Understand Talent risk assessment
- Benchmarking with competitors

### Module 2: Develop talent, strengthen retention, and build succession pathways.

- The 9 Grid Talent Matrix: what & how
- Succession architecture – the idea and its implementation
- Upskilling and PDP

### Module 3: Draw future talent strategy

- Talent Strategy from an HR perspective
- Leadership buy-in and engagement
- Retention tools: Non-monetary rewards and retention action plans

## Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

## Program language:

English

## Prerequisites:

N/A