

Art of Talent Management & Succession Planning

Human Capital



10498



In-Class



16 hours



EGP 7,575

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 this 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 the group exercises.

Course completion will grant participants:

1.3 CEUs

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None