

Human Capital



259-P26-CE



In-Class



16 hours



EGP 6.430

Course Description:

Organizations recognize that they do better business when their people are engaged, motivated, and yes, talented. Having the right people in place at the right time is a key aspect to continued growth, success, or even just stability. This course will provide you with just what it takes to have the right people ready. It will help you create a program to measure the talents of your people and how to help them grow in preparation for the future. It will also help you support and grow your organization by teaching you how to apply the most current research and adapt your organization to the ever-changing marketplaces.

Target Audience:

This course is intended for all HR staff in the organization.

Course Objectives:

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

- Define talent management
- Discuss how to create a talent management plan
- Explain conducting talent assessments to create a talent profile
- Understand Development Strategies

Course Outline

Module 1: Talent Management

- Understanding Talent Management
- Understanding Performance Management
- Understanding Succession Planning

Module 2: Talent Management Plan

- Creating a Talent Management Plan
- About Competency-Based Programs
- Identifying Talent
- Bring on Bench Strength

Module 3: Create a Talent Profile

- Conducting Talent Assessments to Create a Talent Profile
- Keeping People Interested
- Talent Review Meetings
- Show Me the Money!

Module 4: Development Strategies

- Communicating with High Potentials
- Development Strategies
- Reality Check!
- Fostering Engagement
- Evaluating the Plan

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