

Talent Management

Course Overview

This interactive course has been designed to give you an excellent overview of the best talent management approaches. Moreover, building your skills and capabilities and providing you with the tools necessary to design and execute a precise talent management strategy to assure that the supply of talent is aligned with your strategic business objectives.

Course Outline

Introduction

- Understanding Talent Management
- Talent Management Process

Module 1: Competency –based Job Analysis

- What is Competency Modeling?
- How Competency Models are Structured?
- Developing a Competency Model

Module 2: Talent Acquisition “Hire hard...Manage easy!”

- Personnel Planning
- The Recruitment Process
- Competency-based Interviews

Module 3: Talent Development

- Competency-based Training and Development
- Learning Management
- ADDIE Model

Module 4: Talent Identification

- Competency-based Performance Management
 - Talent bench review
 - Nine box Matrix system
 - Talent Review Meeting
 - Bring on Bench Strength
- Succession Planning
 - Talent Pool-based Succession Planning
 - Succession Planning Candidate

Module 5: Talent Retention (Fostering Engagement)

- The State of Being Engaged
- Retention Strategies
- Competency-based Pay
- Employee Motivation
- Flexible Work Arrangements

Learning Objectives

Upon completion of this course, participants will be able to:

- Apply the multifaceted aspects of talent management in their own organizations
- Describe the skills required to manage high potential candidates
- Recognize and foster talent within an organization
- Explain the principles of competency based management
- Use the language for talent management
- Improve employee job satisfaction, engagement and retention

Who Should Attend

CEO's, Top and Middle Managers, Human Resources Directors, HR Managers & Talent Management leaders.

Course Duration: Three days from 9:00AM to 4:00PM

Registration Deadline: One week before the course date

Course Fees

- 2400 EGP (Registration is confirmed only upon payment)
- Fees include materials and attendance certificate
- Complimentary coffee breaks, juices and light lunch

Course Venue: Top Business premises: 17, Abdel Wahab Selim Elbeshry St. Sheraton Heliopolis, Cairo, Egypt.

For Registration

- Logon to www.topbusiness-hr.com/Course_Register to fill a registration form. Alternatively you can request a registration form by mail from: training@topbusiness-hr.com.
- Payment should be made one week prior to course.
- Payment by cheque in Top Business's name or cash to our address.

For More Information

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