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College Africa Group – Creating a Top-Notch Talent Management Program

Organisations recognise 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 organisation by teaching you how to apply the most current research and adapt your organisation to the ever-changing marketplaces.

This two-day workshop will teach participants how to:

- Apply the multifaceted aspects of talent management in their own organisation
- Describe the skills required to manage high potential candidates
- Recognise and foster talent within an organisation
- Explain the principles of competency-based management
- Use the language for talent management

Understanding Talent Management

To begin, participants will explore where talent management originates and the value of developing an actual program.

Understanding Performance Management

Next, participants will look at the shared management model of performance management, and how it differs from talent management.

Understanding Succession Planning

This session will give participants an introduction to succession planning. Topics covered will include a glossary of terms, how to identify critical people and resources, and how to perform a risk assessment.

Creating a Talent Management Plan

In this session, participants will learn about the three steps to any talent management program and how to develop a vision.

About Competency-Based Programs

Next, participants will learn about competencies and competency models, including Goleman's emotional intelligence model.

Identifying Talent

This session will explore the five key talent groups in any organisation through discussion and a case study. Participants will also learn about fast-track programs.

Bring on Bench Strength

In this session, participants will look at how to use existing human resource programs to support talent management.

Conducting Talent Assessments to Create a Talent Profile

Next, participants will learn a three-phase process for creating a talent profile and a method for compiling results. They will also have the chance to start working on a talent profile form for their organisation.

Keeping People Interested

This session will explore the concept of abilities and aspirations through discussion and a case study. Participants will also learn some tips to help keep their superstars performing.

Talent Review Meetings

In this session, participants will learn about the structure of a talent review meeting and important follow-up activities.

Show Me the Money!

Next, participants will look at the role of compensation in a talent management plan.

Communicating with High Potentials

This session will look at both sides of the debate on whether or not to tell high potentials of their status.

Development Strategies

In this session, participants will learn about key personal development strategies, including goals with SPIRIT, 360° feedback, coaching, mentoring, and creative development methods.

Reality Check!

Participants will explore talent management strategies from three leading organisations in this session.

Fostering Engagement

This session will give participants ten C's to get their employees engaged and active.

Evaluating the Plan

In this session, participants will learn about a six-stage evaluation process that they can use to keep their talent management program moving.

Contact

Arnold Muscat

Direct 083 778 4903

Email: sales@collegeafricagroup.com

www.collegeafricagroup.com

