

# Talent Management - HR's Role

## One-Day Workshop



### Summary

A recent survey said that some top executives spend over 25% of their time on talent management concerns. Senior management look to HR to facilitate and implement talent management strategies and programmes. It is without doubt a growing hot topic for HR and one in which credible HR professionals, specialists and business partners increasingly need to become fully equipped and expert.

This highly practical and participative workshop is aimed at HR professionals – HR Directors, Learning and OD Specialists and HR Business Partners responsible for developing organisation-wide or divisional talent management approaches. It will provide the understanding, tools and techniques to deliver what the business needs. This popular workshop is facilitated by experienced talent management experts. As well as featuring snapshots from a range of organisational approaches, it includes a case study, interactively presented by a Talent Manager who will outline their approach to Talent Management, analysis and reporting. It is essentially a highly practical workshop with plenty of discussion time and the opportunity to explore individual and organisational challenges. Participants will leave with a useful set of talent tools and a clear understanding of how to develop their own approach to talent management and effectively manage talent in their organisation.

Quotes from previous participants:

*'The workshop really helped to support our talent management process and gave me actions and tools to take away to help refine our approach.'*

Learning and Development Manager, Financial Services

*'Excellent workshop. The input on the models was great - it helped to clear 'the fog' about some of the terminology'*

Talent Consultant, Petrochemicals

### This workshop will enable you to:

- Talk with understanding and confidence about talent management
- Explore and evaluate options for effective talent management
- Try out some practical and useful talent management tools
- Discuss your specific challenges on talent management with experienced experts
- Begin to formulate a plan for developing effective talent management in your role and organisation

### Contents will include:

- Defining talent management. Finding the right talent management profile for your organisation
- Roles in talent management - HR, leaders, the talent themselves
- Case study examples. Lessons learned – pros and cons
- Why invest –and where to invest? Making the case for talent management. Options for organisations with limited resources
- Performance, potential and the role of succession planning in talent management
- How to set up a talent management programme in-house
- Identifying, nurturing and retaining talent
- Different options for developing talent with pros and cons
- Evaluating, measuring and reporting on talent management

### Workshop Details

The price is £450 per person. A 10% discount is offered on a second place booked and invoiced at the same time.

To book your place, please email

Shirley.Dalziel@develop.uk.com, and for more information, please call Shirley on +44 (0)7740 737 739.