



Talent Management Master Class for Leaders

Linking People, Strategy and Performance

TALENT
INSTITUTE

The Corporate Challenge

CEOs around the world are striving for growth, and there is no lack of opportunity.

Limitations are not coming from tight capital or technology, but from the inability to attract, engage and retain enough top talent to execute against their growth strategies. This dilemma puts strategic talent management front and centre stage.

This growing focus on talent management is underpinned by a fundamental revisit of the people agenda. It is happening against a backdrop of an external business environment which is becoming increasingly volatile, requiring shifts in strategy and business models, and novel approaches to human capital management.

The real challenge organisations face is not how to put together a strong and effective strategic plan, but how to place the right people against the plan to ensure full impact on execution.

Building a strong talent pool is central to any organisation's success, and leaders have a critical role to play in making this happen. However, better talent management does not come from better HR-processes and systems. Rather, it comes from leaders embracing a talent mindset, a deep-seated belief that better talent at all levels translates into better performance and improved results.

In driving a culture where leaders are held accountable for talent development and retention, leaders have to be equipped with the requisite knowledge and skills to nurture talent, unlock hidden potential, and manage people-related risk.

About the Master Class

The master class serves to share information about effective practice, and encourages reflection and debate on a process that provides the link between strategy and results. It combines knowledge, research, examples and insights for tackling specific people-related challenges.

It covers important themes, including:

- The business case for talent management
- Integrated talent management
- Organisational high-performance
- Organisational culture
- The design and implementation of a talent strategy
- Talent risk assessment
- Talent measurement
- Talent analytics
- The identification of high-potential employees and future leaders
- Succession planning
- Leadership development
- Talent development
- Talent management governance, and the
- Implementation of effective practice.

In the absence of a strategy, the master class may be a precursor to the subsequent design of a talent strategy.

Format

Adopting a workshop-format, the master class is highly interactive, and allows for small group discussion and reflection on how the organisation practises talent management, and areas for improvement.

The master class is facilitated in-house only.

Key Outcomes

The master class has the following outcomes:

- Increased knowledge about effective talent management practice
- A 'common understanding and language' around key talent management concepts
- An action list of talent management priorities.

Given its strategic relevance and practical approach, the master class is a hugely valuable investment and due diligence exercise.

About the Facilitator

The master class is facilitated by Errol van Staden, a senior business psychologist. His cross-industry consulting experience in the talent management domain covers a period of more than 35 years.

Who Should Attend

- Senior leaders who are responsible for shaping and practising effective talent management
- HR, L & D, OD and talent management professionals.

Duration and Numbers

- Two consecutive days (ideally at an offsite location)
- Maximum 40 delegates per master class.

About the Talent Institute

The Talent Institute is a boutique professional services firm that specialises in helping clients develop and implement strategies and practices to more effectively manage the acquisition, deployment, development and retention of talent to support current business strategies and to prepare for future challenges.

It has a specific focus on accurate selection, the early identification of talent, risk management, and building a talent pipeline to lead the organisation into the future.

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