Certified Courses

Professional Certificate

Certified Talent Management Professional

Why Attend

- With the rise of the importance of integrated talent management systems, it is crucial that organizations design an effective and holistic talent management system; a system based on the company's strategic directive and integrated with other HR functions and processes. This course is designed to enable HR professionals understand what talent management systems are, shed the light on associated tools and design their own.

Course Methodology

- The majority of the course time will be allocated to workshops. Participants will have the chance to analyze cases, explore and try tools, design competency and assessment frameworks as well as lay the foundation for a talent strategy to be implemented by their company. Participants can bring along their tools and work on analyzing and amending those tools during the course.

Course Objectives

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

- Design an integrated talent management system in accordance with company strategy
- Develop competency frameworks to serve as the basis for talent review, acquisition, and development
- Use valid tools and techniques to assess the potential of talents
- Train, develop, and coach talents using a wide range of impactful development methods
- Assess organizational readiness and develop a pragmatic road-map to establish an integrated talent management system

Target Audience

- This course targets those in supervisory and managerial positions including HR, and talent management specialists with at least three years corporate experience. More specifically, this course is ideal for HR team leaders, HR managers, and HR business partners as well as line managers.

The competencies targeted in this course are;

- Talent management
- Strategic thinking
- Assessment and development centers
- Performance Management
- Succession Planning

How do companies define talent?

- Rationale behind talent management
- The differentiation approach
- The inclusive approach
- Current challenges of talent management systems
- Holistic and integrated talent management approach

Guiding principles of talent management systems

- Strategy alignment
- Implications on talent management systems
- Analysis of internal organizational environments
- Strategy maps
- Strategic objectives
- Selection criteria
- The language of competencies
- Validity of assessment tools
- Career development concepts
- Internal consistency
- Reliability of performance management systems
- Compensation differentiation
- Cultural fit and the importance of diversity

Talent management system's first pillar: performance management scheme

- Quantitative vs qualitative performance management systems
- Differentiation between performance and potential
- Defining potential
- Value system approach
- Competency based approach
- Integrated approach

Talent management system's second pillar: talent review

- Identification and validation criteria
- Assessing proficiency, ability, drivers, and personality
- Assessment frameworks
- Assessment and development centers

Talent management system's third pillar: The talent management program

- Stages of career development
- Integrated development and training approach
- Stakeholders: the role of talents, management, and HR
- Tracking progress
- Coaching talents
- Succession planning charts

Organizational readiness and the way ahead

- Assessing the readiness level of your organization
- Implications on HR department and processes
- Talent acquisition branding and value proposition
- On-boarding process
- Retention strategies
- Learning and Development
- Creating a talent management strategy

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