Introduction:

The core purpose of talent management and succession planning is to attract top talent to your organization and provide the right environment—along with effective pay structures—for that talent to flourish and contribute meaningfully.

This talent management and succession planning program covers the essential elements needed to build a strong talent strategy, from differentiating your approach to succession planning and the actionable steps required to implement it. Participants will learn how to utilize a new talent pipeline model and receive a copy to apply in their workplace.

Understanding Talent Management and Succession Planning:

Grasping the importance of talent management and succession planning is key to establishing a framework that aligns with your organization’s strategy in today’s evolving HR landscape.

The relationship between talent management and succession planning emphasizes the need to cultivate leaders internally and prepare your workforce for future challenges. This course will explore different models of talent management and succession planning, giving participants the knowledge they need to implement effective organizational processes.

Target Audience:

- Managers, Supervisors, and Team Leaders
- HR Professionals
- Talent Management Specialists
- HR Team Leaders
- HR Managers and HR Business Partners
- Line Managers
- Individuals seeking to enhance their talent management skills

Course Objectives:

By the end of this talent management and succession planning course, participants will be able to:

- Make a strong business case for integrating talent management into the company’s strategic policy.
- Understand and communicate the value of a differentiated talent strategy.
- Utilize two models to create the right organizational framework to support talent development.
- Demonstrate effective pay and remuneration processes that foster high performance.
- Use four key techniques to transform advertising and recruitment into

talent magnets.
- Apply the “stickers, movers, and leavers” model to shape the organization’s talent strategy.
- Identify and take action on the main reasons talent leaves the organization.
- Design and run impactful training and development programs.
- Implement one of three new succession planning approaches to improve efficiency.
- Address strategies for managing non-performers effectively.

Targeted Competencies:

By the end of this course, participants will have developed competencies in:

- Talent Management
- Strategic Thinking
- Assessment and Development Centers
- Performance Management
- Succession Planning

Course Content:

Unit 1: The Strategic Decisions Needed for Talent Management

- Understand the business case for investing in talent management.
- Learn the strategic focus required to create an environment conducive to talent development.
- Explore the new talent pipeline model.
- Examine whether your organization’s Vision and Mission statements attract the right talent (team exercise).
- Achieve the right balance with the “stickers” model for talent development and retention.
- Explore how talent management strategies contribute to organizational improvement.

Unit 2: The Key Mechanisms to Make Talent Thrive

- Systems that support talent: pay, rewards, and bonus structures.
- Understand that attracting talent involves more than just money.
- The importance of a top-down approach to talent management.
- Identify and utilize internal talent pools.
- Learn the importance of differentiation in your talent management strategy.
- Understand the 70-20-10 principle of learning and development.
- Optimize organizational structures for maximum talent efficiency.
- Tailor pay and rewards systems to different performer levels (talented, average, and poor).

Unit 3: What Do Talent Powerhouses Look Like?

- Understand how leadership, rather than management, brings out the best in talent.

- Examine case studies of top companies, including Google, which has been ranked America’s most popular workplace for five years in a row.
- Review the talent management strategies of more average companies to draw comparisons.

Unit 4: The Practice of Getting, Developing, and Benefiting From Our Talent Management Process

- Learn techniques for advertising job opportunities to attract top talent.
- Explore appropriate screening processes, including testing, personality profiling, and assessment centers.
- Understand how traditional interviews need to evolve in focus.
- Dive into talent management training and development techniques, such as utilizing learning agreements.
- Identify key factors that contribute to talent loss within an organization.

Unit 5: Succession Planning – Three New Approaches

- Understand why traditional performance appraisal reports are not ideal for selection purposes.
- Learn about the first approach to succession planning: the talent pool method.
- Explore the second approach: the individual selection approach.
- Discover the third approach: external recruitment and headhunting.