



# SUCCESSION PLANNING AND TALENT MANAGEMENT

What separates the talented individual from the successful one is a lot of hard work." - Stephen King

Talent Management is the process of developing organizational strategies to maximize the performance of employees and achieve greater business results. In this course, you will learn the fundamentals of talent management, including how to attract and retain skilled personnel, effectively manage human capital, and improve employee engagement. You will also gain insight into the latest trends in talent management, as well as best practices in successfully implementing and sustaining effective talent management strategies. Through a combination of case studies, lectures, and interactive activities, this course will equip you with the skills and knowledge to manage organizational talent more effectively.

## Key Course Content:

- Understand what the best companies are doing.
- Utilise effective talent metrics.
- Calculate a return on investment.
- Reduce high potential leakage.
- Benchmark your organisation.
- Identify High Potentials, Successors & Business Critical roles.
- Get buy in from key managers.
- Break down "I am indispensable" perceptions.
- Create seamless information flows.
- Profile and match personalities and roles.
- Clarify a link between High Potentials & High Performers.
- Calibrate an organisational succession scales.
- Use a proven psychometric tool to identify raw talent.



## Target Audience:

The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.



## Duration:

This course is available as a 1-day course or a truncated half-day course.



## Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.



## Group Size:

We recommend a group size of 4-10 people.