



شركة ميرك العربية السعودية
MEIRC Saudi Arabia

Talent Management

Duration 3 Days

Course Description

Organizations that capture, harness, and develop their human capital will flourish and succeed over the long term. Your organizational success is determined by the performance of your people. Successful organizations are those that have an all-encompassing approach to talent and performance management who are able to link tools, systems, people and processes together to motivate employees to work at their peak, keep them aligned with the culture and corporate objectives, and build future leaders throughout the enterprise. During three days of training we will spot the light on all elements required in order to apply a successful talent management strategies.

Who should attend?

- Managers and leaders who manage others and who want to increase their ability to manage talent and performance within their organizations.

What you will achieve?

- ↳ Increase your working knowledge and your ability to manage talent and performance.
- ↳ Learn specifically what you can do to affect and impact the performance of your people.
- ↳ Raise your individual skills in managing talent and performance of your employees.
- ↳ Maximize your ability to get the right people in the right jobs and doing the right things.
- ↳ Align your people effectively with your organizational strategic goals and objectives.
- ↳ Motivate and inspire employees to raise the bar and open up to more of their potential.
- ↳ Increase your ability to identify and solve talent management issues and challenges.

What you will learn?

- ↳ To strategically manage the talent and performance in your organization.
- ↳ To implement proven strategies, tools, and processes to help manage talent and performance.
- ↳ To discover how to focus people more effectively on their performance by examining each phase of the performance management process.
- ↳ To develop employees' performance by setting meaningful goals, providing effective feedback, diagnosing potential problems and building a plan of action to correct the problems.

Training Methodology

- Based primarily around lectures, the seminar will include a number of case studies and exercises which will be undertaken in team format
- Discussion groups on certain topics to provide practical application of concepts to the attendees own organization
- Networking amongst attendees to discuss mutual business issues

Organizational Impact

Implementing the principles promoted on this course will have the following impact on an organization.

- Managerial performance will be improved
- Employees innovation and productivity will be increased
- The engagement of employees with the organization will be improved



- The talent pool will be upgraded
- Behavior will be aligned with an organization's cultural values

Competencies Emphasized

- Leadership
- Planning for successful future to any organization
- Interpersonal skills
- Teamwork
- Self-Development
- Developing others

Course Outline

1. Day1

- 1.1. Introduction
- 1.2. What is Talent Management?
- 1.3. Implementing Talent Management
- 1.4. Talent Management Strategy Trends
- 1.5. Barriers to Effective Talent Management Strategies Talent Management

2. Day2

- 2.1. Identify what drives the need for talent management in organizations today.
- 2.2. Explore ways in which you can affect successful outcomes in each of the five components of the talent management process:
 - 2.2.1. Assessing the workforce: having the right quantity and quality of employees in place.
 - 2.2.2. Attracting the right people: drawing the best people to your organization.
 - 2.2.3. Developing people: ensuring that employees are proficient in their current roles and ready for the next level.
 - 2.2.4. Retaining good people: inspiring people to do their very best work.
 - 2.2.5. Focusing people: aligning performance with company goals.

3. Day3 (Performance Management)

- 3.1. Performance Planning
 - 3.1.1. Master performance discussions and expectations with your employees.
 - 3.1.2. Define performance outcomes, establish measurements, and develop goals and strategies to meet those outcomes.
- 3.2. Performance Coaching
 - 3.2.1. Develop strategies to support your employees in achieving their performance objectives.
 - 3.2.2. Diagnose performance problems and create a plan of action to improve performance.
 - 3.2.3. Provide timely and meaningful feedback on performance.
- 3.3. Performance Appraisal
 - 3.3.1. Fine tune your ability to conduct a meaningful performance appraisal.
 - 3.3.2. Work collaboratively with employees on ways to improve the performance management process to help set the stage for future success.