XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

Strategic Talent Management Training Course

DURATION	LANGUAGE	FORMAT
5 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
18 – 22 Jan 2027	Live online	Online (live)	€1,200
26 – 30 Jul 2027	Live online	Online (live)	€1,200
23 – 27 Aug 2027	Geneva	Classroom	€3,600

Register or ask a question

Online: x8ti.com/course/strategic-talent-management-training-course/

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Strategic Talent Management Training Course

Introduction

Introduction

Strategic Talent Management is a set of integrated organizational HR processes designed to attract, develop, motivate and retain people talent in an organization.

The key purpose of Strategic Talent Management is to enable an organization to meet its ultimate business-critical goals and objectives. Effective & efficient management of people talent in the workplace is one area which is of utmost importance not only to HR professionals but also to business leaders.

Key elements of Strategic Talent Management includes Talent Acquisition, On-boarding, Performance Management & Enhancement System, Employee Engagement, Talent Development, Talent Retention, Reward & Recognition, Succession Planning.

This Strategic Talent Management course by Xcelerate Training Institute will provide you with deep knowledge about various key aspects of Talent Management & its implementation which will give a competitive advantage to HR and an organization. This added expertise will enable the HR department in playing a strategic role in helping the organization achieve its ultimate business goals and objectives.

Learning Objectives

- Relationship between Strategic HR and Strategic Talent Management
- The framework of Strategic Talent Management
- Benefits of Strategic Talent Management
- Critical Components of Talent Management
- Talent Acquisition& Employer Branding
- Innovative On-boarding & Orientation Process
- Talent Performance Management & Enhancement System
- Talent Development
- Talent Retention Strategies
- Importance of Reward & Recognition in Talent Management
- Succession Planning and Succession Management
- Measuring the Effectiveness of Talent Management

Training Methodology

We at Xcelerate Training Institute utilize a range of proven adult learning methodologies for enhancing participants overall learning experience. This program will be experiential and interactive. The various tools used for learning will include presentation, individual and team activities, case studies, audio-video clips & knowledge reinforcement evaluation tests (MCQs/Quizzes).

Benefits for Your Organization

- Getting overall competitive advantage compared to other organizations
- Ability to attract top talent for business-critical roles
- Ability to implement holistic On-boarding process for new joiners to increase their engagement level
- Focus on Performance Enhancement and not just implementation of Performance Management System
- Availability of a larger pool of talented resources who can take leadership positions as and when required
- Competent & Skillful Workforce
- Culture of innovation & continuous learning and development
- Increased level of overall employee satisfaction
- Increased rate of retention of business-critical talent
- Increased level of stakeholders delighted

Benefits for You

- Ability to play a strategic role in the HR function and helping the organization in achieving its goals
- Equipped with required tools and techniques for better management of organizational talent pool
- Improved job satisfaction and sense of achievement
- Better chances of faster Career Progression within HR function/organization
- Expertise to help organizations in becoming ‘Employer of Choice’
- Learn innovative and cost-effective ways of attracting top talent
- Learn ways and means for creating the organization’s unique identity and ‘Employer Value Proposition’ in the job market
- Learn how to design ‘Integrated On-boarding’ system for increasing new joiner’s engagement level & chances of long-term service
- Learn ways and means to design appropriate Performance Management System which will help in continuously raising performance bar of employees and the entire organization
- Learn a holistic approach towards talent development
- Learn how to create a pool of potential candidates who can take key business leadership positions in the company through effective Succession Planning & Succession Management process
- Learn how to create and implement a Reward & Recognition framework

Target Audience

Xcelerate Training Institute recommends this course for:

- HR Business Partners
- HR Generalists
- Human Resources Managers
- HR Leaders
- Talent Management Professionals
- Organization Development(OD) Professionals
- Learning and Development (L & D) Professionals
- HR Consultants

- CEO’s
- Line Managers
- Organizational Leaders across industry
- Management Students

Course Outline

Strategic Talent Management-Basics and Framework

- Strategic HR
- Strategic Talent Management
- Relationship between Strategic HR and Strategic Talent Management
- Importance of Strategic Talent Management
- The framework of Strategic Talent Management
- Key stakeholders in Strategic Talent Management

Talent Acquisition and Employer Branding

- Designing robust and time-bound recruitment process
- Various innovative and effective hiring channels
- Improving the quality of the hiring process
- Importance of Employer Branding
- Various branding initiatives

On-boarding & Orientation Process

- Importance/need for new joiner On-boarding & Orientation
- ‘Integrated On-boarding’ process
- Various initiatives to offer ‘Integrated On-boarding Experience’ to prospective employees

Talent Performance Management & Performance Enhancement System

- Performance Management cycle
- Selection of appropriate Performance Management System/Tool
- A critical aspect of Performance-Goal setting exercise
- Importance & Implementation of ‘Frequent Quality Dialogue’ between employee and manager
- Importance & Implementation of Calibration process- Performance & Potential Calibration

Talent Development

- Designing effective ‘Learning & Development Framework’
- Sources of Training/Development need analysis
- Develop innovative strategies for addressing talent L&D needs: 70-20-10 Principle
- Evaluate the effectiveness of Talent Development programs- 5 levels of evaluation

Talent Retention Strategies

- Importance of retaining business-critical talent
- Various Employee Engagement initiatives
- Communication initiatives for improve employee engagement

- Career Planning/Progression
- ‘Employee Connects’ as a talent retention tool
- Competitive Compensation and Benefits

Importance of Reward & Recognition in Talent Management

- Basic Principles of R&R
- Reward & Recognition framework
- Recognition Strategy
- Target Audience
- Key aspects of R &R ‘Design’ phase
- Types of rewards
- R&R program launch
- R&R Metrics and Evaluations

Succession Planning & Succession Management Process

- Importance of holistic succession planning process
- Approach to Succession Planning & Management
- Key aspects of an effective Succession Planning & Management System
- Continuum of Succession Processes
- Obstacles to Effective Succession Management

Measuring the Effectiveness of Talent Management

Different methods/metrics to measure the effectiveness of Talent Management programs

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Registration Form

Strategic Talent Management Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

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Register online
Open the course page