



This is an “**advanced-level**” master class.
Please ensure you meet the necessary
Pre-requisites

informa

Integrated Talent Management – Linking Strategy, People & Results

Talent Management Through A Strategic Lens – A Master Class



Led by
Errol van Staden

Key Learning Objectives:

1. **Learn** how the 4th Industrial Revolution, emerging gig economy, evolving business landscape and leadership cultures impact business performance and talent management practices
2. **Understand** “integrated” talent management and how to align capability with strategy execution
3. **Work** on designing and implementing a talent strategy and design a strategy-linked leadership competency model
4. **Recognise** the significant contribution of talent analytics and explore possible exposure to talent management risks
5. **Deal** with pressing talent management issues and explore why talent strategies fail

18 – 19 September 2019

The Address Hotel, Dubai Marina, Dubai, UAE

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by booking early!

INFORMATION

MEET YOUR EXPERT INTERNATIONAL FACILITATOR



Errol van Staden

The master class will be facilitated by Errol van Staden, a seasoned business psychologist and talent management advisor. His cross-industry consulting experience in the talent management domain spans more than three decades in several regions (including the Middle East, Africa and Canada).

Errol's career has involved several industry crossovers in professional roles. In his last corporate role, he headed the succession planning and leader development portfolio for a global player in the mining and metals industry.

During his consulting career, he has project-led teams on assignments in the following sectors: oil and gas, mining and metals, manufacturing, financial services, utilities, paper and pulp, agriculture, and local government.

Errol, who holds a Master's degree in Psychology, has a keen interest in strategy design, talent analytics, succession planning, leader development and risk management. He engages widely with CEOs and senior executives about talent management – mainly from strategy and risk perspectives. He has presented at conferences in Dubai and Bahrain on topics ranging from the "War for Talent" to the design of talent strategies.

Errol is the Managing Director of the Talent Institute, a boutique professional services firm that specialises in strategic talent management consulting.

ATTENDANCE REQUIREMENTS, ASSESSMENTS AND CERTIFICATES

Delegates must meet two criteria to be eligible for an Informa Certificate of Completion:

1. Satisfactory attendance – delegates must attend all sessions. Delegates who miss more than 2 hours of the sessions will not be eligible to for the assessment
2. Successful completion of the assessment. Before the end of the last session on Day Two, delegates will be required to present a summary of the learnings from the course and an action plan of implementing the learned concepts at their workplace.

Delegates who do not meet these criteria will receive an Informa Certificate of Attendance. If delegates have not attended all sessions, the Certificate will clearly state the number of hours attended.



PRE-REQUISITES

This master class is pitched at an advanced and strategic level. It therefore requires an understanding of business challenges, and the dynamic context in which organisations function. In addition, delegates should have a base knowledge of talent management processes.

OVERVIEW

To be successful today, organisations need a winning strategy, and the means to deliver it. Navigating from strategy development to execution is one of the biggest challenges for today's CEOs, and few are successful. Now, more than ever before, talent and data-driven insight are the differentiators.

Linking strategy to results requires executive conversations about the corporate situation, strategy execution, organisational capability, leadership culture and people practice. The departure point is a set of well-formulated questions which you will explore on this master class.:

- Which aspects of our business are most likely to significantly grow, diminish or evolve?
- Given our chosen strategic path, what are the most significant people challenges we face?
- Do we have the right talent in the right places to leverage growth opportunities?
- How broad and deep is our current talent pipeline for meeting future demands?
- How ready are our next-generation leaders for higher-level, more complex roles?
- Do we have insight into who our high-potential employees and key talents are, their aspirations and possible flight risk?
- To what extent are our people-practices aligned with effective practice?

If there is a disconnect between leader capability and strategy processes, there is a high probability that your organisation will not achieve its strategic objectives or be able to deliver on its mandate. You will address this disconnect on the master class to ensure that your people-practice does not match the unfolding challenges.

The 4th Industrial Revolution and the emerging gig economy are fundamentally changing the way in which organisations approach talent management. The rules of the game are changing, and this master class will equip you to be ready and able to master a new operating environment in which success is defined by speed, agility, connectedness, whole-system thinking and the ability to harness the collective capability of teams.

Foundational to these requirements is alignment, engagement and accountability through a compelling purpose, fierce resolve and a passion to win in an environment characterised by unprecedented volatility, uncertainty, complexity and ambiguity.

Crucial to all of this is a common understanding of the intimate link between strategy, people and results, and putting in place the platform that supports effective talent management practice.

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Course Timings

Registration will be at 08:00 on Day One. Each day's sessions will start promptly at 08:30 and end at 17:00. There will be breaks for refreshments and lunch will be served at 12:30.

COURSE METHODOLOGY

The master class serves to share information about effective practice and encourages reflection and debate on a subject that provides the link between strategy, people and results. It combines knowledge, research, examples and insights for tackling specific people-related challenges.

As such, the class provides a practice ground for dialogue and a structure for collective learning. It is highly interactive and allows for ample discussion and reflection on strategic people challenges and how organisations practise talent management.

Although the class aims to provide a high-level overview of integrated practice, there will be opportunity to deep-dive into certain discussion topics.

The facilitator's informal delivery style aims to maximise active participation, understanding and retention of key concepts. Content is interspersed with practical examples and roundtable conversations.

Delegates will leave the workshop with fresh insights, actionable solutions, and renewed energy to pull the levers that matter.

Given its strategic relevance and practical approach, the master class is a hugely valuable investment, and a not-to-be-missed opportunity to learn about effective practice and emerging trends against the backdrop of a continually shifting external environment.

WHO SHOULD ATTEND

The master class is aimed at:

- Senior L&D, Organisational Development (OD), Organisational Effectiveness (OE) and Talent Management professionals
- HR Directors and VPs (who have a responsibility for people-practice)
- Senior leaders who are responsible for shaping and practising effective talent management in their organisations
- Members of in-house talent management governance structures (e.g. Talent Board)
- Executives who face the challenge of delivering profitability today, and simultaneously propelling the organisation on a new growth trajectory for tomorrow
- Identified future leaders of key roles or functions

The truly successful organisation builds the right capabilities and talent at all levels – people who can take the organisation into the future. And this is where astute business leaders, HR Executives and talent management professionals make their contribution. These professionals play a key role in sharing knowledge, providing strategic guidance and shaping practice.

OUTLINE

DAY ONE

Setting The Scene And Getting On The Same Page

The Context

- The corporate strategy – mandate, corporate situation and strategic priorities
- Operating landscape
- Changing world of work
- From jobs to roles
- Millennials and future generations
- The agile organisation

Strategy-Driven Capability Development About Talent Management

- Its primary goal
- Terminology
- The business case for talent management
- An integrated framework
- The features of effective practice
- Key players

Models Underpinning Effective Practice

- Levels of work (Stratified Systems Theory)
- Drotter Leadership Pipeline
- DDI – high performance model

The Starting Point – Conversations About Risk

- Asking the RIGHT questions
- The many guises of people risk
- Risk accelerators
- Sources of risk intelligence

Organisational High-performance

The Importance Of Culture

- Organisational
- Leadership
- Learning
- Performance

Performance Management

- Legacy approaches
- Emerging approaches

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Designing And Implementing A Talent Strategy

- Pressing issues
- Process
- Key players
- Bringing the strategy to life
- Why talent strategies fail

Designing A Strategy-Linked Leadership Competency Model

- The significance of context, strategy and leader challenges
- Levels of leadership
- Collective capabilities
- Pivotal competencies
- Integrating the model with talent management practice

DAY TWO

Effective Practice And Risk Management

Summary Of Learnings From The Previous Day

Making Judgement Calls

- High-performance | high-potential | readiness
- Setting-up people for failure

Talent Measurement – The Science Component

- The business case for predictive analytics
- Underlying principles
- Various applications
- Assessment strategy
- Psychometric testing
- Assessment and development centres
- Collaborative development centres
- Multi-rater surveys
- Other methods

Talent Analytics

- Micro and macro
- Performing an impact analysis

Aligning Capability With Strategy Execution

Succession Planning

- From replacement planning to succession management
- Identifying key roles
- Leader versus professional roles
- Early identification of high-potential employees and future leaders
- Talent pools

Leader Development

- Leadership model
- Leadership strategy
- Emerging trends
- Leader derailment
- Transition coaching

Talent Development

- Talent segments and differential investment
- How people learn
- Build or buy
- Emerging trends
- Career management
 - The new normal
 - Alternative career tracks
 - Career ladders and lattices

Risk Management

- Accurate selection
- Employee engagement
- Dysfunctional teams
- Recognition and reward
- Knowledge management
- Retention risk tracking

Talent Management Governance

The Essentials

- Talent metrics
 - Measuring ROI
 - Lead and lag measures
 - Talent management architecture
 - Effective practice implementation

Technology And Talent Management – What The Future Holds

Taking Stock – An Audit Of Talent Management Practice

Putting It All Into Perspective

Reflection: Significant Take-aways

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Course	Course Fee Before 10 July 2019	Course Fee Before 14 August 2019	Final Fee
Integrated Talent Management – Linking Strategy, People & Results 18 – 19 September 2019	US\$ 2,495	US\$ 2,745	US\$ 2,995

Pricing excludes 5% VAT, which will be charged where applicable

3 for 2 offer Book and pay full fee for two colleagues and the third attends for free

- Not applicable in conjunction with corporate discounts
- Payment to be settled before start of the course to avail the offer
- Offers valid on full price final fee registration only

Course fees include documentation, luncheon and refreshments. Delegates who attend all sessions and successfully complete the assessment, will receive a Certificate of Completion.

All registrations are subject to our terms and conditions which are available at www.informa-mea.com/terms. Please read them as they include important information. By submitting your registration you agree to be bound by the terms and conditions in full.

DELEGATE DETAILS

FIRST NAME: _____ SURNAME: _____

JOB TITLE: _____ COMPANY: _____

ADDRESS: _____ POSTAL CODE: _____

COUNTRY: _____ CITY: _____

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EVENT VENUE

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PAYMENTS

A confirmation letter and invoice will be sent upon receipt of your registration. Please note that full payment must be received prior to the event. Only those delegates whose fees have been paid in full will be admitted to the event.

AVOID VISA DELAYS – BOOK NOW

Delegates requiring visas should contact the hotel they wish to stay at directly, as soon as possible. Visas for non-GCC nationals may take several weeks to process.

CANCELLATION

- If you are unable to attend, a replacement delegate will be welcomed in your place. If you cancel your registration 57 days or more before the event, you will receive a refund minus a 10% cancellation fee (plus VAT where applicable). Cancellation after 56 days before the event or if you fail to attend the event will be 100% payable. All cancellations must be sent by email to register-mea@informa.com marked for the attention of Customer Services Cancellation.
- All registrations are subject to acceptance by Informa Middle East which will be confirmed to you in writing
- Due to unforeseen circumstances, Informa reserves the right to cancel the course, change the programme, alter the venue, speaker or topics
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