

Linking Strategy, People and Results

Master Class in Integrated Talent Management



TALENT
INSTITUTE

Talent Management through a Strategic Lens

The growing focus on talent management is underpinned by a fundamental revisit of the people agenda and people practices.

This is happening against a backdrop of a volatile external business environment, which is impacted by the 4th Industrial Revolution and the emerging Gig Economy.

It is no longer business as usual. The situation demands shifts in strategy and business models, and novel approaches to human capital management.

The real challenge organisations face is not how to put together a strong and effective strategic plan, but how to place the right people against the plan to ensure full impact on execution.

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 and talent management professionals make their contribution. These people play a key role in sharing knowledge, providing strategic guidance and shaping practice.

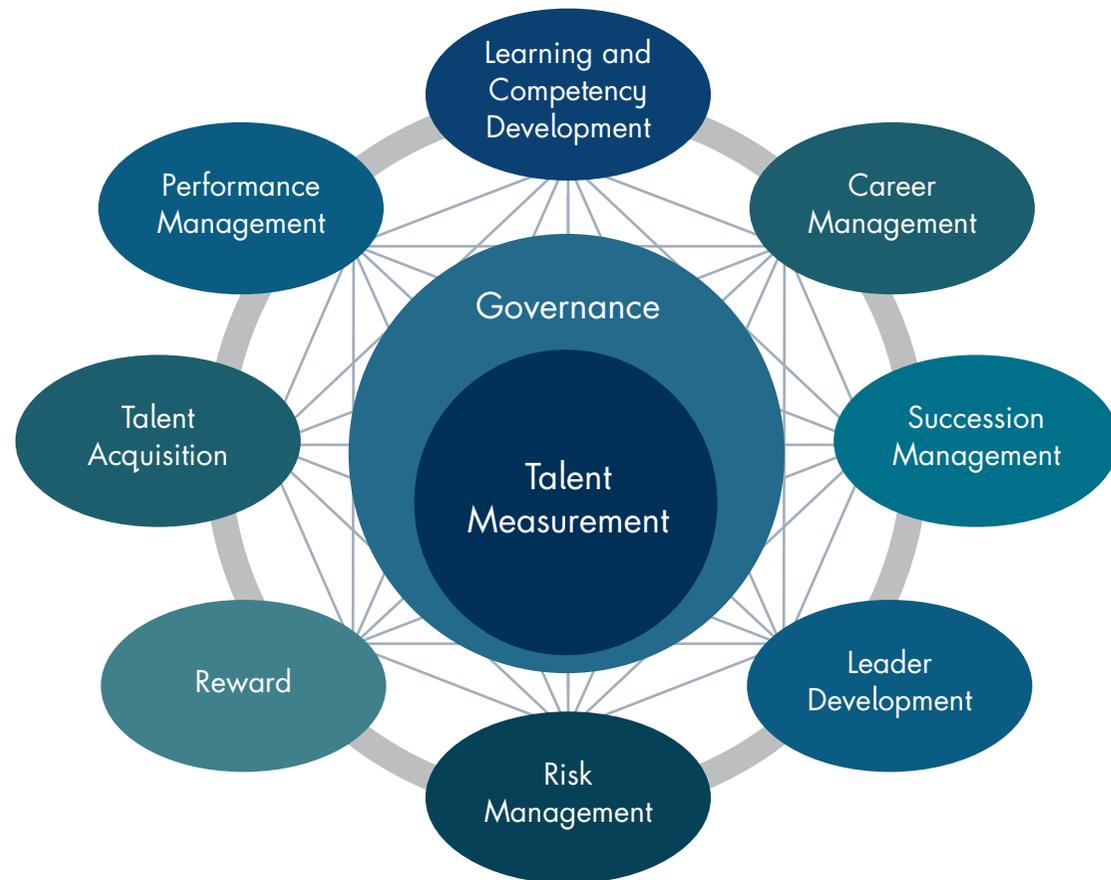
About the Master Class

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

The master 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 is opportunity to deep dive into certain discussion topics.



Themes

The master class covers the following themes:

- The organisational context and the changing World of Work
- Organisational high performance
- Strategy-driven capability development
- The business case for integrated talent management
- Features of effective practice
- Conversations about risk
- The importance of organisational culture
- Performance management – legacy and emerging approaches
- An audit of talent management practice
- Designing a talent strategy
- Talent measurement and talent analytics
- Early identification of high-potential employees and future leaders
- Succession planning and leader development
- Technology and talent management – What the future holds
- Talent management governance
- Implementing effective practice.

Key Outcomes

The master class has the following outcomes:

- A 'common understanding and language' around key talent management concepts
- Knowledge of integrated talent management, and how it drives organisational performance
- An action list of talent management priorities
- A roadmap for implementing effective practice
- Answers to frequently-asked questions.

Delegates will leave the workshop with increased knowledge and fresh ideas for implementing effective practice.

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.

Permutations

The master class can be adapted to the needs of different target audiences.

For example, at an executive level the master class takes the shape of a conversation about strategy execution, leader capability and risk. Senior leaders on the other hand may require a more detailed understanding of talent management practice, and their unique role in shaping effective practice.

There are three variations:

Audience	Theme	Duration
Executive Team	Aligning Leader Capability with Strategy Execution – An Executive Conversation	Morning or day session
Senior Leaders (responsible for shaping and practising effective talent management)	Organisational capability, strategy delivery and risk – The contribution of integrated talent management	One or two days
Senior HR-executives (Directors and VPs who have a responsibility for people practice) L & D, OD, OE and Talent management professionals	Integrated Talent Management – A Master Class	Two days

In the absence of a talent strategy, the master class may be a precursor to the subsequent design of such a strategy.

Facilitator

The master class is facilitated by Errol van Staden, a senior business psychologist and talent management advisor.

His cross-industry consulting experience in the talent management domain covers a period of more than three decades in several regions.

Errol has a keen interest in strategy design, talent analytics, succession planning, leader development and risk management.

Delivery

The master class is presented in-house only, and at a venue of the client's choice.

Certificate of Completion

Delegates who attend the entire master class will receive a Certificate of Completion.

About the Talent Institute

The Talent Institute is a privately held boutique professional services firm that specialises in strategic talent management consulting. Specifically, we focus on helping clients develop and implement strategies and practices to more effectively manage the selection, deployment, development and retention of talent to support current business strategies and to prepare for future challenges.

Our core competency lies in our ability to interpret talent analytics in the context of strategy and business impact, and the use of predictive intelligence to inform risk mitigation, capability development and talent investments.

Grounded in organizational psychology, we leverage research, analytics, expertise and industry insights to enable business performance by removing the guesswork from making decisions about people.

Your Contact

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