



Talent management: Getting Started

Everyone is talent. Make talent important for everyone.

Online course description

The approach to talent management that we promote in this course is that in the lean, fast-moving organizations of the 21st century **everyone matters** to business success. In these days of the COVID-19 pandemic and the continuing uncertainty around it, this notion is even more crucial. We must harness people's efforts to keep our businesses going, channel their creativity to find new ways of working and new ways of solving problems, and we need people to be developing the skills that will get us through this crisis and back to economic prosperity.

As HR leaders and managers, we must create empowering environments—in which employees can be themselves, raise concerns and innovate without fear of failure. As leaders and managers, we must be mindful of the pressures people are under at this time, and place compassion and empathy at the heart of our strategies, our actions, and our processes.

Learning outcomes

On successful completion of the course, you will be ready to embed a strategic, inclusive approach to talent and development that offers outstanding development opportunity to the entire workforce. Specifically, you will:

1. Address these questions for your organisation: What is talent management? Who is it for? Why is it important? What does it include? How do we measure success?
2. Prepare a draft talent management strategy ready for your board
3. Develop values and visions around talent to create an empowering working environment
4. Further develop your confidence and gain understanding in how successful and effective talent management works in the contemporary workplace

Course content

In this self-managed course, we

- Consider the benefits of inclusive talent management and how it differs from exclusive approaches
- Develop a strategy for talent management
- Prepare and communicate a philosophy that values everyone
- Develop and communicate visions and values that underpin your talent strategy



NEW WORLD TALENT

- Make the business case for inclusive, strategic talent management
- Link talent management and employee engagement
- Link talent management and diversity and inclusion
- Align your talent strategy with your organisation's strategic business ambitions
- Analyse the changing leadership model and changing organisational structures and how these elements impact talent management

Who will teach you?

Janice Caplan | HR consultant, author, coach-mentor, University governor and HR committee chair, former CIPD Vice-President

Who is this course suitable for?

HR professionals, COOs, and leaders of small businesses who recognise the importance of valuing everyone in their workforce.

The course can be adapted for group work and combined with classroom sessions.

Methodology

- A rich mix of content media including text and video
This provides a highly interactive engagement experience, enabling you to choose learning options that best suit your preferences
- Real-life case studies and scenarios
These are a key feature of the course, bringing all issues to life, generating discussion, and helping develop new perspectives. Although they are optional, working through significantly enhances understanding
- Skills-based activities
These guide you through immediate application at work, enabling you to implement learning as you go
- Discussion forum
Here you can share thoughts and ideas with and seek help from other delegates.

Duration

Approximately 12 hours of online study, plus time to implement ideas at the workplace.

Customised versions

The course material can be purchased outright to add to your own material and teaching. We can customise the course to your purposes.