

TALENT MANAGEMENT



COURSE OVERVIEW

Today's manager cannot choose not to involve himself/herself in Talent Management , decisions are made and events occur. The choice is how much you intend to be a *master* or *victim* of those events.

This program therefore concentrates on the practical aspects of this topic by establishing a clearer relationship between the work to be done and the type of people available to do it. Not only in the present but as far as possible into the future as appropriate.

By establishing a positive framework for the above this will enable a company to clearly identify the potential talent on-hand and develop leadership qualities through coaching and mentoring interventions.

Through this program you will learn the power of integrating your company's infrastructure of HR assessment, planning and development tools into a single cogent system. This program also explains how to align your company's people with the current and future needs of the organization by placing employees in positions that maximize their value.

COURSE OBJECTIVES

- *Identify, select and cultivate “Supertalent” – the employees your organization cannot afford to lose.*
- *Locate and develop highly qualified backups for key positions, which are critical to organizational continuity.*
- *Allocate training resources to employees based on actual and/or potential contribution to organizational excellence.*

WHO SHOULD ATTEND

This constructive workshop was originally designed for HR personnel to understand and design their own plans but in recent years many line managers have attended this program as they have been tasked with managing their respective Talent Development.

COURSE DURATION

3 Days

COURSE LANGUAGE

English

PROGRAM METHODOLOGY

The concepts and content of this course are based on years of best practice across the commercial and public sectors.

The main focus is how to identify and develop the careers of talented people in the organization and structure their progression through the organization.

DAY ONE:

MODULE 1

Introducing a Talent Management System in your Organization.

Creating a Talent Management System for Organizational Excellence

The Talent Reservoir

Talent Management Assessment Tools

Mapping and Weighting

Human Resource Planning

Creating the Talent Management Plan

MODULE 2

Developing the Building Blocks of Talent Management

Competencies

Performance Management

Recruiting for Talent

Evaluating Employee Potential

Assessment and Development Tools for Talent

DAY TWO

MODULE 3

Performance Management

Designing Performance Management Systems

Developing Results Measures

360 Degree Feedback in a Talent Management System

Delivering the Feedback

MODULE 4

Recruiting for Talent

Finding and Hiring Fast Track Talent

Recruitment Process Model

Human Resource Planning

Supply and Demand

Human Resource Planning and Flexibility

Planning Frameworks

Talent Strategy and HRM

Forecasting Talent

Analysing Manpower Supply

MODULE 5
Succession Planning for Talent

Succession Planning – The Individual
Talent Progression
Age/Competency Distributions
Career Planning
Career Planning Criteria
Career Anchors

DAY THREE **MODULE 6**
Employee Potential

Development Potential
The Crystal Ball
Finding High Potential in Your Organization
Optimizing Employee Potential
Seven Key Elements of Coaching

MODULE 7
Developing the Talent Pool

Career Options
Talent Pool Inventory
Promotion Matrices
Talent Development Spectrum
Role Responsibilities
Talent Teams
Selection Process

MODULE 8
Creating the Talent Plan

FACILITATOR/PRESENTER PROFILE



John B. Straker
M.Sc., P.G.C.E., C. Eng., M.C.I.P.D.
(British National)

John is an U.K. citizen who is a presenter of programs in the Management Sciences as well as a specialist Consultant in Human Resources, delivering training programs and undertaking H.R. projects for major corporations on a range of Organizational and Human Resource issues.

As a Principal Specialist in his field, he has extensive worldwide experience implementing performance solutions, graduate development programs, succession plans, establishing 'greenfield' H.R. functions and creating major management training and development centres of excellence and delivering seminars.

His HR and management development experience spans over 30 years in a global environment, working for a diverse range of multinationals including; Shell, Chevron/Texaco (Kuwait), Caltex (Bahrain), Foster-Wheeler (Yanbu) etc. This selection of companies has given him the opportunity to live and work in a variety of countries such as: Australia, New Zealand, Canada, USA, Europe and the Middle East.

Work Experiences in the Middle East and Qatar

- 2012 Negotiation Skills for QP
- 2012 Leadership for QP
- 2012 Negotiation for QP
- 2012 Management for QP
- 2013 Supervisory Skills QAFCO
- 2013 Leadership for QP
- 2014 Supervisory Skills for QAFCO

His academic posts include lecturing for the University of Wales, NEWI College and the other academic posting was with the King Fahad University of Petroleum and Minerals in Dhahran, Saudi Arabia.

John has held very senior positions in the management and human resource fields, for example; Consultant to the Vice President of Chevron, Group Manager of Human Resource Development for the Savola Company, Jeddah, Learning Program Manager, Foster-Wheeler, Yanbu and Head of Employee Development for Dubai Aluminium.

During his time in Dubai, he created - from a green-field site – the management and graduate development center for the oil, gas and aluminium industries. The Centre was opened by H.R.H. Princess Anne and recognized by the World Bank as one of the most advanced centers for HRD in the Middle East. Later in his career, he established the Management Centre of Excellence for Savola in Jeddah, which became a self-funding institute due to the demand for the first class presentation of its programs.

Presently, he now conducts programs in Qatar, UAE, Bahrain, Oman and Saudi Arabia in a range of management and supervisory programs and human resources plus undertaking H.R. projects to help organizations improve performance at the individual and organizational level. **His interests lie in developing potential in all employees by creating a highly interactive learning environment.**

John, therefore, conducts programs that are action oriented in style, with group and individual participation. His aim is to deliver programs that meet the organizational needs with the goal of achieving business results.