



# **Leadership Skills and Talent Management Training**

22 - 26 March 2027  
Rome (Italy)



## Leadership Skills and Talent Management Training

**Ref:** 121586\_1039104 **Date:** 22 – 26 March 2027 **Location:** Rome (Italy) **Fees:** 6200 Euro

### Introduction

This Leadership Skills and Talent Management course builds a strong foundation in leadership skills and talent management within modern organizational environments. It explores how effective leaders influence performance, shape workplace culture, and drive sustainable growth. Participants will gain a deep understanding of leadership development principles and practical talent management systems used in high-performing organizations. The program focuses on integrating strategic thinking with people management to improve decision-making and workforce effectiveness. It highlights the importance of aligning leadership practices with organizational goals and employee engagement. Learners will manage teams, develop talent pipelines, and enhance organizational capability.

### Targeted Groups

This Leadership Skills and Talent Management training targets professionals seeking knowledge and skills:

- HR managers and team leaders are developing leadership capability effectively
- Supervisors seeking talent management and workforce planning skills strategies
- Organizational development specialists are improving leadership effectiveness frameworks and models
- Project managers enhancing people leadership and performance management optimization
- Training professionals designing leadership development program courses
- Business owners are improving strategic leadership and talent retention growth
- Fresh managers building a core leadership skills foundation

### Course Objectives

Participants will achieve the following objectives by completing the Leadership Skills and Talent Management course:

- Develop advanced leadership skills to guide teams with clarity, influence, and accountability.
- Apply talent management strategies to attract, retain, and develop high-performing employees.
- Strengthen decision-making abilities in complex organizational and leadership environments.
- Design workforce planning approaches aligned with organizational goals and business strategy.
- Enhance communication and interpersonal leadership skills for effective team performance.
- Build succession planning frameworks to ensure sustainable talent pipelines.
- Evaluate employee performance using structured leadership and talent assessment tools.
- Implement leadership development plans that improve organizational productivity and engagement.
- Use coaching techniques to empower leaders and improve workplace culture and motivation.
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Integrate modern leadership frameworks to enhance the effectiveness of talent management across departments.

## Targeted Competencies

Participants will gain the following competencies during the Leadership Skills and Talent Management program:

- Strategic leadership and organizational direction capabilities for modern enterprises.
- Talent acquisition and retention management expertise in competitive markets.
- Performance evaluation and workforce assessment skills in dynamic environments.
- Change management and adaptive leadership abilities in evolving workplaces.
- Coaching, mentoring, and team development skills within high-performing teams.
- Proficiency in workforce planning and succession management for sustainable growth.
- Data-informed leadership decision-making capabilities in leadership roles.
- Emotional intelligence application in leadership scenarios development practices.
- Ethical leadership and corporate governance awareness standards compliance.

## Studying Scenarios

In this Leadership Skills and Talent Management training, participants develop skills through the following scenarios:

- Managing leadership challenges in rapidly changing organizational environments.
- Designing talent acquisition plans for high-growth companies.
- Evaluating employee performance and identifying skill gaps.
- Leading teams through organizational transformation initiatives.
- Implementing retention strategies to reduce employee turnover.

## Course Content

### Unit 1: Foundations of Leadership Skills

- Understanding the core principles of leadership skills and talent management in organizations.
- Exploring leadership styles and their impact on team performance and workplace culture.
- Identifying key attributes of effective leadership in modern business environments.
- Analyzing leadership theories and their application in real organizational contexts.
- Building self-awareness as a foundation for leadership development and professional growth.
- Developing emotional intelligence as a core leadership competency for managing people.
- Recognizing the relationship between leadership effectiveness and organizational success.
- Examining ethical leadership practices and responsible decision-making frameworks.
- Understanding leadership roles in driving strategic direction and organizational alignment.

## **Unit 2: Talent Management Systems and Workforce Planning**

- Defining talent management and its strategic importance in organizational development.
- Exploring talent acquisition methods for attracting high-quality candidates.
- Understanding workforce planning techniques to meet organizational needs effectively.
- Designing structured recruitment processes aligned with business objectives.
- Identifying methods for employee retention and engagement improvement strategies.
- Developing succession planning systems for long-term organizational sustainability.
- Analyzing workforce segmentation and talent pool optimization approaches.
- Integrating leadership skills and talent management systems for organizational growth.
- Evaluating talent lifecycle management from hiring to development and retention.

## **Unit 3: Leadership Communication and Team Development**

- Enhancing communication skills for effective leadership and team coordination.
- Understanding the role of communication in building trust within teams.
- Applying active listening techniques to improve leadership interactions.
- Developing conflict resolution strategies for maintaining workplace harmony.
- Strengthening team collaboration through leadership-driven engagement practices.
- Building motivational strategies to increase employee performance and morale.
- Using feedback mechanisms to improve team productivity and development.
- Managing diverse teams through inclusive leadership approaches and practices.
- Aligning communication strategies with organizational leadership goals and values.

## **Unit 4: Performance Management and Coaching**

- Understanding performance management systems and their role in talent development.
- Setting performance objectives aligned with organizational goals and KPIs.
- Conducting employee evaluations using structured and fair assessment methods.
- Identifying performance gaps and designing effective improvement plans.
- Applying coaching techniques to develop employee potential and skills.
- Enhancing mentoring strategies for leadership development and knowledge transfer.
- Using performance data to guide leadership decisions and talent strategies.
- Encouraging continuous improvement through feedback and development cycles.
- Building high-performance cultures through leadership accountability and support systems.

## Unit 5: Strategic Leadership and Organizational Growth

- Understanding strategic leadership and its role in organizational transformation.
- Aligning leadership strategies with long-term business goals and vision.
- Developing talent management strategies that support organizational competitiveness.
- Managing organizational change through effective leadership and communication.
- Enhancing employee engagement through leadership-driven initiatives and programs.
- Building innovation-driven cultures through strategic leadership practices.
- Integrating digital tools in leadership skills and talent management processes.
- Strengthening organizational resilience through adaptive leadership frameworks.
- Measuring leadership effectiveness and its impact on business performance.

## Final Insights & Key Takeaways

Strong leadership skills and talent management practices are essential for building resilient, high-performing organizations. Mastery of leadership development and workforce strategies enables sustainable growth and long-term organizational success.