MERCURY

Talent & Success Management Masterclass Conference

18 – 22 October 2027
Nairobi (Kenya)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 8216_1060397 **Date:** 18 – 22 October 2027 **Location:** Nairobi (Kenya) **Fees:** 5300 Euro

Introduction:

Talent Management has become an essential component of organizational success. This talent management and success masterclass is designed to outline the crucial aspects of successful talent management and emphasize how organizations can attract, nurture, and retain top talent.

This talent management and success program focuses on creating the right environment and strategic pay structures. It provides participants with a robust talent pipeline model and practical tools for immediate workplace application.

Mastering Talent Management and Succession Planning:

A successful Talent Manager appreciates the intricacies of developing a compelling succession plan. In this talent and success management conference, we explore the talent management certificate program, talent management master's degree, and other training avenues, offering participants the opportunity to become certified in talent management.

Insights gained from this talent and success management masterclass will empower the talent development manager or talent program manager and arm them with the skills needed for a master's in talent management.

Targeted Groups:

- Managers, Supervisors, and Team Leaders.
- HR Professionals.
- Talent Management Specialists.
- HR Team Leaders.
- HR Managers.
- HR Business Partners.
- Line Managers.
- Individuals seeking to enhance their knowledge and skills in Talent and Success Management.

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Conference Objectives:

By the end of this talent management and success masterclass conference, participants will be able to:

- Articulate the business case for integrating talent and succession management into the company's strategic policy.
- Distinguish the value of a differentiation strategy in successful talent management.
- Employ models to craft the proper organizational framework that empowers talent.
- Implement remuneration processes that foster high performance and successful talent management.
- Utilize techniques that transform recruitment into a talent magnet.
- Direct organizational design using the stickers, movers, and leavers model for optimal talent management.
- Tackle the principal reasons for talent attrition.
- Enhance training and development to run impactful programs.
- Employ new approaches to talent management and succession planning for greater effectiveness.
- Manage non-performers with strategic HR knowledge management.

Targeted Competencies:

At the end of this talent management and success conference, the target competencies will be able to:

- Talent and succession management.
- Strategic thinking.
- Implementing assessment and development centers.
- Performance Management.
- Succession Planning.

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Conference Content:

Unit 1: The Strategic Decisions Needed for Talent Management:

- Making the business case for master talent management.
- Ensuring your strategic focus creates the ideal environment for talent.
- Leveraging the new talent pipeline model.
- Assessing Vision and Mission statements and their impact on talent attraction.
- Balancing retention with talent development.
- Enhancing organizational improvement through strategic talent management.

Unit 2: The Key Mechanisms to Make Talent Thrive:

- Pay systems, rewards, and bonuses as part of a talent management training program.
- Attractive features for talent beyond monetary reward.
- Adopting a top-down approach in talent and succession management.
- Identifying and nurturing internal talent pools.
- The importance of differentiation and the 70-20-10 principle.
- Structuring for maximum talent efficiency.
- Pay and rewards for talented, average, and poor performers.

Unit 3: What do Talent Powerhouses Look Like?:

- Leadership, not management, gets the best from talent.
- What company has been voted America's most popular place to work five years in succession?
- An examination of what Google does differently - case study.
- What about more average companies - case study?

Unit 4: The Practice of Getting, Developing, and Benefiting From Our Talent Management Process:

- Effective advertising techniques to attract premium talent.
- Implementing appropriate talent screening - personality profiling, assessment centers.
- Advanced talent management training techniques.
- Addressing critical reasons for losing talent and how to mitigate them.

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Unit 5: Succession Planning - 3 New Approaches:

- Discussing the pitfalls of using performance appraisal reports for succession planning.
- Introducing the talent pool method.
- Delving into the individual selection approach.
- Exploring external recruitment and headhunting strategies.