MERCURY

Leadership Skills and Talent Management Training

12 – 16 April 2027
Madrid (Spain)



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Ref: 121586_1076084 **Date:** 12 – 16 April 2027 **Location:** Madrid (Spain) **Fees:** 5600 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.

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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.

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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.