MERCURY

Analytical Thinking for Talent Development & Future Competency Readiness

17 – 21 May 2027
London (UK)



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Introduction

The field of talent development is undergoing rapid transformation due to changing business requirements, accelerating innovation, evolving technologies, and rising organizational expectations for human capital. Talent development is no longer limited to delivering training programs; it increasingly relies on analytical thinking as an advanced methodology for understanding data, analyzing gaps, forecasting future needs, and building evidence- and results-based development solutions.

This Analytical Thinking for Talent Development & Future Competency Readiness program focuses on developing the ability to employ analytical thinking throughout all stages of talent development, starting with analyzing the current situation, moving through the design of development initiatives, and ending with measuring impact and improving organizational performance, thereby contributing to building competencies capable of adapting to change and achieving organizational sustainability.

Targeted Groups

- Talent Development Managers.
- Learning and Development Managers.
- HR Development Specialists.
- Career Development Officers.
- Leadership Development Officers.
- Workforce Planning Officers.
- Performance Management Officers.
- Succession Planning Officers.
- Corporate Academy Managers.
- Team and Department Leaders.
- Strategic Human Resources Planning Officers.
- Human Capital Development Consultants.

Course Objectives

By the end of this Analytical Thinking for Talent Development & Future Competency Readiness course, participants will be able to:

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- Apply analytical thinking in talent development using modern scientific methodologies.
- Analyze the current state of talent using data and indicators.
- Identify current and future competency gaps.
- Develop knowledge of the latest global practices in talent development.
- Design highly effective professional and leadership development programs.
- Build development pathways aligned with the organization's strategic objectives.
- Use performance indicators to measure the impact of talent development initiatives.
- Improve the quality of talent management decisions.
- Support the readiness of current and future competencies.
- Build a culture based on continuous analysis and sustainable improvement.

Targeted Competencies

- Analytical thinking.
- Strategic thinking.
- Data analysis.
- Skills gap analysis.
- Development solution design.
- Career planning.
- Leadership planning.
- Evidence-based decision-making.
- Performance management.
- Impact measurement.
- Change management.
- Forecasting future needs.
- Career pathway development.
- Competency development.
- Continuous improvement.

Course Content

Unit 1: Analytical Thinking in Talent Development

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- Concept of analytical thinking in talent development:
  - Concept and importance of analytical thinking.
  - Difference between traditional thinking and analytical thinking.
  - Characteristics of an analytical thinker.
  - Levels of analytical thinking.
  - Applications of analytical thinking in talent development.
- Analyzing the current state of talent:
  - Current-state analysis.
  - Analysis of employee capabilities.
  - Performance gap analysis.
  - Skills gap analysis.
  - Training needs analysis.
  - Performance indicator analysis.
  - Identifying development priorities.
- Data analysis to support decisions:
  - Types of data in talent development.
  - Data sources.
  - Data quality.
  - Data interpretation.
  - Converting data into information.
  - Converting information into development decisions.
- Building an analysis-based culture:
  - Decision-making culture.
  - Continuous learning culture.
  - Promoting analytical thinking.
  - Supporting work teams.
  - Improving decision quality.

Unit 2: Developing Knowledge and Modern Practices in Talent Development

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- Modern trends in talent development:
  - Global transformations.
  - The future of talent development.
  - Modern models.
  - Organizational best practices.
  - Future challenges.
- Knowledge management in talent development:
  - Knowledge collection.
  - Knowledge documentation.
  - Knowledge sharing.
  - Knowledge transfer.
  - Preserving organizational knowledge.
- Adopting modern practices:
  - Evaluating current practices.
  - Performance benchmarking.
  - Policy development.
  - Process improvement.
  - Aligning initiatives with strategy.
- Innovation in talent development:
  - Designing innovative solutions.
  - Developing learning environments.
  - Promoting continuous learning.
  - Building a culture of innovation.
  - Measuring the impact of innovation.

Unit 3: Designing and Implementing Professional and Leadership Development Programs

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- Analyzing development needs:
  - Identifying needs.
  - Gap analysis.
  - Identifying target groups.
  - Prioritizing needs.
  - Linking needs to strategic objectives.
- Designing development programs:
  - Formulating objectives.
  - Developing content.
  - Selecting learning methods.
  - Designing activities.
  - Preparing implementation plans.
- Efficient program implementation:
  - Managing implementation.
  - Managing stakeholders.
  - Risk management.
  - Monitoring implementation quality.
  - Addressing challenges.
- Measuring program outcomes:
  - Measuring participant satisfaction.
  - Measuring learning.
  - Measuring application.
  - Measuring performance impact.
  - Developing programs based on results.

Unit 4: Building Pathways that Support the Readiness of Current and Future Competencies

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- Building career pathways:
  - Concept of career pathways.
  - Designing career pathways.
  - Levels of career growth.
  - Requirements for each stage.
  - Opportunities for career mobility.
- Developing leadership pathways:
  - Identifying leadership competencies.
  - Designing leadership pathways.
  - Developing emerging leaders.
  - Preparing second-line leaders.
  - Succession planning.
- Future competency readiness:
  - Identifying future skills.
  - Analyzing future jobs.
  - Forecasting business needs.
  - Aligning competencies with transformations.
  - Developing preparedness plans.
- Managing talent sustainability:
  - Retaining competencies.
  - Enhancing readiness.
  - Strengthening organizational agility.
  - Improving business continuity.
  - Measuring talent readiness.

Unit 5: Measuring Impact and Continuous Improvement in Talent Development

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- Building performance indicators:
  - Identifying measurement indicators.
  - Selecting success criteria.
  - Designing monitoring dashboards.
  - Analyzing results.
  - Reviewing indicators.
- Evaluating the impact of talent development:
  - Evaluating program impact.
  - Evaluating initiative impact.
  - Evaluating career pathway impact.
  - Measuring organizational return.
  - Analyzing added value.
- Continuous improvement:
  - Analyzing improvement opportunities.
  - Addressing root causes of deficiencies.
  - Developing solutions.
  - Implementing improvements.
  - Monitoring sustainability.
- Data-driven decision-making:
  - Linking data to decisions.
  - Preparing analytical reports.
  - Interpreting results.
  - Supporting decision-makers.
  - Developing future improvement plans.

Final Insights & Key Takeaways

Analytical thinking provides a structured foundation for understanding talent, identifying competency gaps, designing effective development solutions, and strengthening organizational readiness for future requirements. Applying data-driven analysis throughout talent development enables organizations to improve decision-making, measure impact, sustain competency development, and continuously enhance organizational performance.