MERCURY

HR Technology in Talent Management

12 – 16 April 2027
Geneva (Switzerland)



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Introduction

HR technology has become a central driver of modern talent management, reshaping how organizations attract, develop, engage, and retain people. This HR Technology in Talent Management course provides an understanding of the digital tools and systems that support the full employee lifecycle. Participants will explore how talent management systems, applicant tracking systems, workforce analytics, and performance management platforms improve HR decision-making. The program explains how digital HR practices strengthen recruitment, onboarding, learning, succession planning, and internal mobility. Learners will examine the role of data, automation, and employee experience in building more responsive talent strategies. Participants will be able to clearly and professionally connect HR technology to practical talent outcomes.

Targeted Groups

This HR Technology in Talent Management training targets professionals seeking knowledge and skills:

- HR managers and HR officers.
- Talent acquisition specialists and recruiters.
- Learning and development professionals.
- Compensation and performance specialists.
- HR business partners and workforce planners.
- People analytics and HRIS users.
- Supervisors involved in talent decisions.

Course Objectives

Participants will achieve the following objectives by completing the HR Technology in Talent Management course:

- Explain the role of HR technology in talent management.
- Identify the main tools used in digital HR operations.
- Compare applicant tracking systems and talent management systems.
- Apply data-driven methods to hiring and retention decisions.
- Use workforce analytics to support planning and development.
- Recognize how automation improves efficiency and accuracy.
- Assess employee experience tools for modern HR practice.
- Integrate digital solutions into recruitment, learning, and succession processes.

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Targeted Competencies

Participants will gain the following competencies during the HR Technology in Talent Management program:

- Understanding HR technology concepts and functions.
- Interpreting digital talent data with confidence.
- Evaluating HR systems for operational fit.
- Supporting technology-enabled recruitment workflows.
- Using analytics to improve talent decisions.
- Managing employee lifecycle processes digitally.
- Linking technology use to strategic HR outcomes.

Studying Scenarios

In this HR Technology in Talent Management training, participants develop skills through the following scenarios:

- Selecting a talent management system for a growing organization.
- Improving recruitment workflow through applicant tracking automation.
- Reviewing data from performance and engagement platforms.
- Designing a digital onboarding process for new hires.
- Using workforce analytics to identify succession gaps.
- Supporting internal mobility through skills-based talent profiles.

Course Content

Unit 1: Foundations of HR Technology in Talent Management

- Define HR technology and explain its value in talent management.
- Distinguish between HRIS, ATS, LMS, and talent management platforms.
- Review how digital systems support recruitment, development, and retention.
- Examine the connection between HR technology and strategic workforce outcomes.
- Identify the main users of talent technology across the HR function.
- Understand the shift from manual HR administration to digital talent operations.
- Explore how employee data is captured, stored, and used in HR systems.

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Unit 2: Talent Acquisition, Recruitment Automation, and Candidate Experience

- Analyze how applicant tracking systems streamline recruitment workflows.
- Describe automation tools that support job posting, screening, and scheduling.
- Review the impact of digital tools on candidate experience.
- Examine keyword matching, profile filtering, and job alignment logic.
- Assess how structured data improves hiring consistency and speed.
- Identify risks of over-reliance on automation in recruitment decisions.
- Connect digital hiring tools with quality-of-hire and time-to-fill metrics.
- Explore how talent acquisition platforms support employer branding and reach.

Unit 3: Performance, Learning, and Employee Development Systems

- Explain how performance management software supports goal tracking and feedback.
- Review digital appraisal cycles and continuous feedback practices.
- Examine how learning management systems enable skill development.
- Connect learning pathways with competency frameworks and career growth.
- Identify features that support coaching, learning records, and certification tracking.
- Understand how development data informs succession and mobility plans.
- Analyze how employee self-service tools improve access to learning resources.
- Explore the role of technology in building a culture of growth.

Unit 4: Workforce Analytics, Reporting, and Strategic Decision-Making

- Define workforce analytics and its place in talent management.
- Identify key HR metrics for hiring, retention, development, and engagement.
- Interpret dashboards, reports, and trend data for action planning.
- Use people analytics to detect attrition risks and capability gaps.
- Examine how data quality affects HR decisions and forecasting accuracy.
- Connect analytics results with staffing, succession, and workforce planning.
- Review ethical considerations in data use, privacy, and employee trust.
- Apply reporting insights to strengthen evidence-based talent strategy.

Unit 5: Succession Planning, Internal Mobility, and Future-Ready Talent Strategy

- Explain how technology supports succession planning and leadership readiness.
- Assess digital tools for identifying high-potential employees.
- Review internal mobility platforms that connect skills to opportunities.
- Explore skills-based talent management and the value of capability mapping.
- Analyze how talent marketplaces improve retention and career movement.
- Link career architecture with development pathways and role readiness.
- Understand how technology supports long-term workforce resilience.
- Build a forward-looking view of digital talent ecosystems and planning.

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Final Insights & Key Takeaways

HR technology strengthens talent management by improving decision-making, simplifying processes, and supporting people at every stage of the employee journey. Organizations that combine digital systems with sound HR judgment create a more agile, data-informed, and future-ready workforce.