MERCURY

Full Cycle of Talent Management

19 – 23 April 2027
London (UK)



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Full Cycle of Talent Management

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Introduction

The Full Cycle of Talent Management course provides an understanding of the complete talent management process, from workforce planning and talent acquisition to employee development and retention strategies. It explores how organizations build effective talent systems that align employee capabilities with business objectives and long-term growth. Participants will examine the key stages of the talent lifecycle, including attracting, onboarding, developing, managing, and retaining high-performing employees. The program focuses on modern approaches to strategic talent management, employee engagement, succession planning, and performance improvement. It enables professionals to understand how integrated talent strategies contribute to organizational effectiveness and competitive advantage. Participants will manage talent processes across diverse organizational environments.

Targeted Groups

This Full Cycle of Talent Management training targets professionals seeking knowledge and skills:

- Human resources professionals managing talent processes.
- Talent acquisition specialists improving recruitment strategies.
- HR managers developing workforce capabilities.
- Learning and development professionals supporting employee growth.
- Department leaders managing employee performance.
- Succession planning specialists building leadership pipelines.
- Business managers aligning talent with strategy.
- Professionals seeking advanced talent management knowledge.

Course Objectives

Participants will achieve the following objectives by completing the Full Cycle of Talent Management course:

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- Understand the complete talent management lifecycle and its strategic importance.
- Identify effective approaches for attracting and selecting qualified employees.
- Develop knowledge of workforce planning and talent forecasting practices.
- Apply employee onboarding strategies that improve organizational integration.
- Understand performance management systems and continuous improvement methods.
- Explore employee development approaches that enhance skills and capabilities.
- Analyze retention strategies that increase employee engagement and loyalty.
- Recognize the role of succession planning in organizational sustainability.
- Evaluate talent analytics methods for informed workforce decisions.
- Understand how technology supports modern talent management processes.
- Develop strategic thinking for creating integrated talent management frameworks.
- Improve the ability to align talent strategies with organizational goals.

Targeted Competencies

Participants will gain the following competencies during the Full Cycle of Talent Management program:

- Ability to analyze complete talent management processes.
- Skills in designing effective talent acquisition strategies.
- Understanding of workforce planning principles and practices.
- Capability to evaluate employee performance systems.
- Knowledge of employee development and career management approaches.
- Ability to support succession planning initiatives.
- Competence in improving employee engagement strategies.
- Understanding of talent analytics applications.
- Skills in creating integrated talent frameworks.

Studying Scenarios

In this Full Cycle of Talent Management training, participants develop skills through the following scenarios:

- Analyzing organizational talent gaps and developing workforce solutions.
- Reviewing recruitment challenges and improving talent attraction methods.
- Designing employee development plans for future career growth.
- Evaluating performance issues and implementing improvement strategies.
- Creating succession plans for critical organizational positions.
- Assessing retention challenges through employee engagement approaches.

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Course Content

Unit 1: Foundations of Full Cycle Talent Management

- Understanding the concept of talent management and its organizational value.
- Exploring the evolution of talent management from traditional HR practices to strategic approaches.
- Examining the relationship between talent management strategy and business objectives.
- Identifying the major stages of the talent management lifecycle.
- Understanding workforce planning as the foundation of effective talent management.
- Exploring the role of human capital management in organizational success.
- Analyzing how organizations create sustainable talent management frameworks.

Unit 2: Talent Acquisition and Employee Integration

- Understanding modern talent acquisition strategies and recruitment approaches.
- Exploring methods for identifying organizational talent requirements.
- Developing knowledge of competency-based recruitment and selection processes.
- Examining employer branding strategies for attracting qualified candidates.
- Understanding the role of candidate experience in talent acquisition success.
- Exploring effective employee onboarding processes and integration practices.
- Analyzing how early employee experiences influence engagement and retention.
- Understanding digital solutions that support recruitment and talent acquisition activities.

Unit 3: Talent Development and Performance Management

- Understanding employee development as a core element of talent management.
- Exploring learning strategies that support professional growth.
- Identifying methods for assessing employee skills and development needs.
- Understanding career development planning and employee progression pathways.
- Examining performance management systems and evaluation approaches.
- Exploring continuous feedback methods for improving employee performance.
- Understanding the relationship between employee goals and organizational objectives.
- Analyzing coaching and mentoring approaches for talent development.
- Exploring strategies for building a culture of continuous learning.

Unit 4: Employee Engagement, Retention, and Succession Planning

- Understanding factors that influence employee engagement and workplace commitment.
- Exploring strategies for improving employee satisfaction and motivation.
- Identifying causes of employee turnover and retention challenges.
- Developing approaches for retaining high-performing employees.
- Understanding succession planning principles and organizational continuity.
- Exploring methods for identifying high-potential employees.
- Examining leadership pipeline development and future workforce readiness.
- Understanding the importance of knowledge transfer in talent sustainability.

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Unit 5: Strategic Talent Management Analytics and Future Trends

- Understanding the role of talent analytics in decision-making.
- Exploring workforce data analysis for improving talent strategies.
- Examining key metrics used to measure talent management effectiveness.
- Understanding how technology transforms talent management practices.
- Exploring artificial intelligence applications in recruitment and employee development.
- Analyzing future trends in strategic talent management.
- Developing approaches for integrating talent management with organizational transformation.
- Understanding how organizations build agile and future-ready talent systems.

Final Insights & Key Takeaways

The Full Cycle of Talent Management course provides a framework for managing employee journeys, integrating strategies to support organizational growth and workforce excellence. Participants gain the knowledge required to develop effective talent systems that attract, develop, engage, and retain valuable human resources.