MERCURY

Strategic Talent Management & Leadership Development

14 – 18 December 2026
Amsterdam (Netherlands)



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Strategic Talent Management & Leadership Development

Ref: 121323_1084074 **Date:** 14 – 18 December 2026 **Location:** Amsterdam (Netherlands) **Fees:** 5600 Euro

Introduction

Strategic Talent Management & Leadership Development focuses on aligning talent strategies with organizational goals. The course equips leaders with practical frameworks for identifying, developing, and retaining high-potential employees. Participants will explore effective succession planning, performance management, and leadership development models. It emphasizes creating a culture of engagement and continuous growth. The program integrates real-world examples to enhance strategic decision-making. It prepares professionals to lead talent initiatives that drive long-term organizational success.

Targeted Groups

This Strategic Talent Management & Leadership Development targets professionals seeking specialized knowledge and skills:

- HR managers and directors
- Organizational development specialists
- Leadership and team managers
- Talent acquisition and retention professionals
- Learning and development coordinators
- Senior executives aiming to strengthen leadership pipelines

Course Objectives

Participants will achieve the following objectives by completing the Strategic Talent Management & Leadership Development course:

- Understand talent management frameworks and strategies.
- Design succession planning initiatives.
- Improve employee engagement and retention.
- Apply performance management techniques effectively.
- Develop leadership skills at multiple organizational levels.
- Align talent strategies with business objectives.
- Create high-impact development programs.
- Analyze workforce trends for strategic decisions.
- Foster a culture of continuous growth.
- Implement practical solutions for talent challenges.

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Targeted Competencies

Participants will gain the following competencies during the program:

- Strategic workforce planning and forecasting.
- Leadership assessment and development.
- Talent acquisition and retention strategies.
- Succession planning and career pathing.
- Employee engagement and motivation techniques.
- Performance evaluation and feedback skills.
- Change management in talent initiatives.
- Analytical skills for talent metrics.
- Decision-making aligned with organizational goals.

Studying Scenarios

In this training, participants will develop their skills through the analysis of the following scenarios:

- Designing succession plans for key leadership roles.
- Developing engagement programs for high-potential teams.
- Aligning leadership development with corporate strategy.
- Managing talent gaps during organizational changes.
- Implementing performance improvement initiatives.
- Retaining critical skills in competitive markets.
- Evaluating leadership impact on organizational outcomes.

Course Content

Unit 1: Foundations of Strategic Talent Management

- Introduction to talent management frameworks
- Understanding organizational goals and workforce alignment
- Role of talent management in business success
- Identifying high-potential employees
- Workforce planning and talent forecasting
- Key performance indicators for talent strategies

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Unit 2: Leadership Development Strategies

- Leadership models and competency frameworks
- Identifying leadership potential
- Coaching and mentoring approaches
- Designing leadership programs
- Evaluating leadership effectiveness
- Creating development roadmaps for emerging leaders

Unit 3: Succession Planning & Talent Retention

- Succession planning methodology
- Identifying critical roles and successors
- Employee retention strategies
- Talent mobility and career pathing
- Knowledge transfer and mentoring programs
- Monitoring and adjusting succession plans

Unit 4: Performance Management & Engagement

- Performance appraisal techniques
- Setting goals and KPIs for employees
- Continuous feedback and performance coaching
- Employee engagement tools and strategies
- Recognition and reward programs
- Linking performance to business outcomes

Unit 5: Advanced Practices in Talent Analytics

- Talent metrics and analytics tools
- Workforce data interpretation
- Predictive analytics for talent decisions
- Evaluating training and development impact
- Integrating HR technology solutions
- Reporting and presenting talent insights

Final Insights & Key Takeaways

Participants will leave equipped to implement strategic talent initiatives that drive performance and growth. They will be able to develop leaders and retain top talent, ensuring organizational success.