MERCURY

Driving Institutional Performance through Talent Management Course

30 November – 4 December 2026
Barcelona (Spain)



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Driving Institutional Performance through Talent Management Course

Ref: 3018_250472 **Date:** 30 November – 4 December 2026 **Location:** Barcelona (Spain) **Fees:** 5600 Euro

Introduction

With the importance of integrated talent management systems ever-increasing in the business world, organizations must design practical and comprehensive talent management approaches. Such approaches must align with the company's strategic goals and integrate smoothly with other HR processes.

This strategic talent and performance management course empowers HR professionals to grasp the essence of talent management systems, explore underlying tools, and craft tailored strategies for their organizations.

Understanding Performance Management in Talent Management

Discussing talent management and performance management is pivotal in ensuring that the workforce aligns with organizational objectives. Understanding the complexities of performance management within the talent management framework is essential for driving institutional performance.

This strategic talent and performance management course will delve into the intricacies of performance management within talent management, highlighting its critical role in identifying, developing, and retaining top talent within an organization.

Targeted Groups

- Senior and middle-line professionals.
- HR executives.
- Training professionals.
- This strategic talent and performance management course is for individuals who design and implement talent management systems to drive organizational excellence and continuous improvement.

Course Objectives

By the end of this strategic talent and performance management course, participants will:

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- Identify the building blocks of talent management.
- Establish a talent management system.
- Recognize the correlation between organizational excellence and influential people management.
- Identify, retain, develop, and promote top-performing employees.
- Provide coaching, training, and development for extraordinary talent.
- Seamlessly combine compensation strategies with talent management to maintain high performers.
- Understand the impact of IT in supporting a talent management system.

Targeted Competencies

- Talent management.
- Strategic thinking.
- Assessment and development centers.
- Performance management.
- Succession planning.

Course Content

Unit 1: A World of Poachers

- The battle for talent.
- The war for talent.
- Triumphs of the HR department.

Unit 2: Proactive Talent Management

- The six HR conditions for organizational success.
- Defining Proactive Talent Management PTM.
- The role of proactive talent management in fueling organizational excellence.
- Steps for Creating a Proactive Talent Management System.

Unit 3: Foundations of Proactive Talent Management System

- Competencies.
- Performance management.
- Performance appraisal and potential forecast.

Unit 4: The Forces Influencing Talent Management

- High-performance management practices.
- Workforce value proposition.
- Demographics.
- The Evolving Role of the HR Professional.
- Institutional adjustments for talent management challenges.
- Best practices from top companies in nurturing leaders.

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Unit 5: Talent Planning

- Spotting high potentials.
- Identifying key positions and people.
- Common characteristics of high potentials.
- The performance-potential grid.
- Creating processes to recognize, grow, and retain top talent.
- Integration of coaching, training, and development in talent management.
- Optimizing investment in people.

Unit 6: Integrating Compensation in Talent Management Plan

- Aligning compensation with talent management strategies.
- Rewarding high-value employees.
- Connecting competencies, performance, and compensation.
- Utilizing long-term incentives for the retention of top talent.

Unit 7: Summary and Wrap Up

- Establishing the framework for a talent management system - design phase.
- Transitioning ownership - implementation phase.
- Keys to successful talent management implementation.