MERCURY

Talent & Success Management Masterclass Certificate Program

13 - 17 May 2024
Rome (Italy)

Istanbul - Turkey: +90 539 599 12 06
Amman - Jordan: +962 785 666 966
London - UK: +44 748 136 28 02

Talent & Success Management Masterclass Certificate Program

Ref.: 3042_257319 **Date:** 13 - 17 May 2024 **Location:** Rome (Italy) **Fees:** 4900 **Euro**

Introduction

In the talent and success management masterclass certificate program, participants will delve into the essential elements of attracting and nurturing talent within an organization.

This comprehensive, successful talent management course encompasses strategies for differentiating your organization's approach to talent management, creating a conducive environment for talent to flourish, and implementing effective succession planning.

Participants in this successful talent management course will gain practical tools, including the new talent pipeline model and actionable insights to transform their organization into a talent powerhouse.

In this dedicated course of the talent and success management masterclass certificate program, participants are empowered to master talent management through advanced workshops, focused training courses, and certification courses on talent management.

Anchored by HR knowledge management expertise and practical insights on being a successful talent manager, this segment equips talent program managers and talent development managers with the nuanced skills needed to cultivate a masterclass in talent management within their organizations.

Targeted Groups

- Managers, supervisors, and team leaders.
- HR professionals.
- Talent management specialists.
- HR team leaders.
- HR managers.
- HR business partners.
- Line managers.
- This talent management training course is for Individuals seeking to enhance their skills and knowledge in talent management.

Istanbul - Turkey: +90 539 599 12 06
Amman - Jordan: +962 785 666 966
London - UK: +44 748 136 28 02

MERCURY

Course Objectives

By the end of this talent management training course, participants will be able to:

- Articulate the importance of integrating talent management into the company's strategic initiatives.
- Understand the value of a differentiation strategy in talent management.
- Identify and implement organizational frameworks that support talent development.
- Design remuneration processes that incentivize high performance.
- Develop recruitment strategies that serve as a magnet for top talent.
- Apply the "stickers, movers, and leavers" model to optimize organizational structures.
- Address the principal reasons for talent turnover.
- Focus on training and development programs that have a real impact.
- Employ contemporary approaches to succession planning for organizational resilience.
- Determine strategies for managing non-performers.

Targeted Competencies

- Talent management and succession planning.
- Strategic thinking in talent and succession management.
- Utilization of assessment and development centers.
- Performance management.
- Effective succession planning.

Course Content

Unit 1: The Strategic Decisions Needed for Successful Talent Management

- Building a business case for talent management as a strategic imperative.
- The strategic focus is necessary for establishing a robust talent management framework.
- Utilizing the new talent pipeline model in talent management programs.
- How does the organization's vision and mission statement attract high-caliber talent?
- Achieving the right balance: talent development, retention, and offboarding.
- Understanding the talent cycle from strategic planning to organizational betterment.

Unit 2: The Key Mechanisms to Make Talent Thrive

- Crucial systems for effective talent management: Pay structures, rewards, and bonuses.
- Identifying features other than monetary incentives that can attract top talent.
- Implementing a top-down approach to foster talent development from leadership roles.
- Discovering and leveraging internal talent pools for the organization's needs.
- The importance of differentiation within talent management training programs.
- Structuring the organization for maximum efficiency and talent utilization.
- Rewarding systems for different performance levels within talent management.

Istanbul - Turkey: +90 539 599 12 06
Amman - Jordan: +962 785 666 966
London - UK: +44 748 136 28 02

Unit 3: What do Talent Powerhouses Look Like?

- The distinction between leadership and management in talent development.
- An in-depth look at what makes companies like Google a magnet for talent.
- Analyzing what average companies do differently in terms of talent management.
- Case studies that illuminate the practices of successful talent managers.

Unit 4: The Practice of Getting, Developing, and Benefiting From Our Talent Management Process

- Advertising techniques are designed to attract the finest talent.
- Effective screening processes include personality profiling, assessment centers, and the evolution of traditional interviews.
- Implementing talent management training and development techniques, including learning agreements.
- Understanding and mitigating the primary reasons for talent attrition.

Unit 5: Succession Planning - 3 New Approaches

- Exploring the limitations of traditional performance appraisal reports for selection purposes.
- The talent pool method: a fresh approach for a resilient talent and succession management strategy.
- The individual selection approach for identifying and grooming potential successors.
- Broadening succession planning to include external recruitment and targeted headhunting strategies.

training@mercury-training.com
www.mercury-training.com

Istanbul - Turkey: +90 539 599 12 06
Amman - Jordan: +962 785 666 966
London - UK: +44 748 136 28 02

MERCURY

Registration form on the :
Talent & Success Management Masterclass Certificate Program

code: 3042 **From:** 13 - 17 May 2024 **Venue:** Rome (Italy) **Fees:** 4900 **Euro**

Complete & Mail or fax to Mercury Training Center at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng):
.....
Position:
.....
Telephone / Mobile:
.....
Personal E-Mail:
.....
Official E-Mail:
.....

Company Information

Company Name:
.....
Address:
.....
City / Country:
.....

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
.....
Position:
.....
Telephone / Mobile:
.....
Personal E-Mail:
.....
Official E-Mail:
.....

Payment Method

☐ Please invoice me

☐ Please invoice my company

training@mercury-training.com
www.mercury-training.com