



Talent & Success Management  
Masterclass





# Talent & Success Management Masterclass

## Introduction:

The real reason for talent management and succession planning is to ensure that talent is attracted to your organization and that you provide the right environment, including pay structures, for talent to thrive and fully contribute.

This talent management and succession planning program will cover all the areas needed to help you set up a talent powerhouse, from strategy differentiation to succession planning and all the steps necessary to make it happen. Participants can use the new talent pipeline model and receive a copy in the workplace.

## Understanding Talent Management and Succession Planning:

Understanding talent management and succession planning is crucial for establishing a robust framework that aligns with organizational strategy in the evolving human resources landscape.

The relationship between talent management and succession planning highlights the interconnected nature of cultivating leaders from within and preparing your workforce for future challenges.

The talent management and succession planning training will delve into various talent management and succession planning models, equipping participants with the knowledge to implement effective organizational processes.

## Targeted Groups:

- Managers, Supervisors, and Team Leaders.
- HR Professionals.
- Talent Management Specialists.
- HR Team Leaders.
- HR Managers.
- HR Business Partners.
- Line Managers.
- People want to get new knowledge to enhance their skills.

## Course Objectives:

At the end of this talent management and succession planning course, the participants will be able to:

- Build the business case for talent management to be part of the company's strategic policy.
- Understand and be able to explain the value of a differentiation strategy.
- Use two models to aid in creating the right organizational framework to enable talent to thrive.
- Be able to demonstrate pay and remuneration processes that work to create high performance.
- Use four techniques to turn advertising and recruitment into a magnet for talent.
- Use the "stickers, movers, and leavers model" to direct organizational shape for talent.
- Know and be able to take action on the principal reason for talent leaving the organization.
- Focus training and development on running programs that make a difference.
- Apply any of the three new approaches to succession planning to improve efficiency.
- Know and be able to explain what to do with non-performers

## Targeted Competencies:

By the end of this talent management and succession planning training, the participant's competencies will:

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

## Course Content:

### Unit 1: The Strategic Decisions Needed for Talent Management:

- Understand the business case for talent management.
- The strategic focus needed to create the environment for talent management.
- The new talent pipeline model.
- Does the current Vision and mission statement attract winners or losers? Team exercise.
- Get the balance right - stickers, talent development, and leavers.
- Explore the talent cycle from strategy to organizational improvement.

## **Unit 2: The Key Mechanisms to Make Talent Thrive:**

- Systems needed - Pay, rewards, and bonus systems.
- Key features that attract talent are more than money.
- There is a need to start at the top - a top-down approach.
- Find internal talent pools.
- Differentiate - an essential element.
- The 70-20-10 principle is explained.
- Structure for maximum efficiency.
- Pay and rewards for talented, average, and poor performers.

## **Unit 3: What do Talent Powerhouses Look Like?**

- Leadership, not management, gets the best from talent.
- What company has been voted America's most popular place to work five years in succession?
- Examine what Google does differently - case study.
- What about more average companies - case study.

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

- Advertise techniques to attract the best.
- Appropriate screening processes, such as testing, personality profiling, and assessment centers, and how the traditional interview needs to change focus.
- Understand talent management training and development techniques, such as using learning agreements.
- Explore the key reason for losing talent.

## **Unit 5: Succession Planning - 3 New Approaches:**

- Why are performance appraisal reports not a good method for selection?
- The first approach is the talent pool method.
- The second approach is the individual selection approach.
- The third method is external recruitment and headhunting.