Talent Management & Development Strategies
Course Overview

Talent management seeks to attract, identify, develop, engage, retain and deploy individuals who are considered particularly valuable to an organisation.

To be effective, it needs to align with business goals and strategic objectives. By managing talent strategically, organisations can build a high-performance workplace, foster a learning climate in the organisation, add value to their employer brand, and improve diversity management.

Understanding the changing context and benefits of talent management, and the key features of a talent management strategy. Investing in development activities will reduce employee turnover and improve talent retention. Talent development should be linked to other learning and development initiatives including informal as well as formal learning interventions.

Last but not least, evaluating talent management is difficult, but necessary to ensure that the investment is justified. It needs both quantitative and qualitative data that is valid, reliable and robust. One measure could collate employee turnover and retention data with those who have been selected to participate in talent management programmes.
Who is this for?

This course is recommended for all HR practitioners involved in Talent Management, Talent Development and L&D activities in their organisation, or those interested in how they can support and contribute to Talent Management activities.

Talent Management and Development Strategies short course can also be provided in house. You choose where and when you want our trainers to deliver. We can also tailor the programme to suit your precise organisation needs.

Why should I attend?

There are compelling benefits in taking a strategic approach to managing talent. In the future, work will present many new challenges, for example as automation and AI replace more routine roles, the labour market for highly-skilled people tightens, and more flexible and hybrid ways of working emerge following the COVID-19 pandemic. Organisations will need to focus even more on developing rather than buying-in their people.

Talent Management & Development Strategies aims to help talent practitioners to create organisation-wide talent management strategy is aligned to corporate agenda. Internal and external factors will be considered as we apply various tools to develop talent management strategies. By the end of this course, you will be able to:

- Understand the talent process and apply an 8-step process to developing a talent management strategy
- Gain insights on talent management tools and how to utilise these to develop and drive performance
- Be able to understand the succession planning cycle and apply to various scenarios
- Explore talent tracking and evaluation methods including CIPD’s Valuing Your Talent framework
- Develop career management strategies through the 7-elements approach and determine how this can be deployed in your organisation
- Examine the key leadership accelerators and how this can be applied to your organisation
Module 1: Talent management overview and framework

- The Talent Management Process:
  - Defining key talent terms
  - Familiarise yourself with the talent management loop

- TM framework
  - Examine the 8 steps to building a talent management strategy
  - Stakeholder role in talent management practices

Module 2: Talent management in practice

- Application of TM Tools
  - Explore the Talent Management Model (Blass)
  - Understanding performance criteria versus potential

- Succession planning in practice
  - Examine the succession planning cycle
  - Application to various scenarios including leadership development, replacements and technical roles.

- Tracking and evaluating talent
  - Application of CIPD’s Valuing Your Talent Framework
  - The role and use of the Talent Scorecard
  - 10 L&D shifts that impact talent management

Module 3: Career management strategy

- Explore the 7 elements of a modern, personalised career management strategy and this can be adopted in your organisation

- Examine the key leadership accelerators and how this can be applied to your organisation
How will I learn?

Throughout your virtual learning journey, a variety of instructional methods are utilised to keep the interaction engaging and impactful. Each learning session is organised into bite-sized segments for theory, peer-group discussions, application and finally reflection.

Course Roadmap

1 Pre-Course
- Self-directed learning (30mins)
- Reference article reading (30mins)

2 Session 1
- Live virtual learning
- 4-hrs instructor-led learning
- Practice and group activity

3 Between session learning
- Self/peer/buddy activity (60 min)
- Self-directed learning/reading (30 min)

4 Session 2
- Live virtual learning
- 4-hrs instructor-led learning
- Practice and group activity

5 Post Course
- 30 mins of self-directed reflective practice
Why CIPD?

Evidence-based, research-proven training content
Our research brings together academics and practitioners to build a credible evidence base for the profession, connecting research to practice.
Expect the best in content from us.

Outstanding instructional design strategy
Underpinning our global success in developing high-performing HR professionals is the rigorous adoption of a 4-stage award winning instructional design process - Engage, Study, Activate and Reflect. Expect a rewarding learning journey with us.

Highly proficient and qualified trainers
Our trainers are skilled across a range of delivery methods, with experience across multi-cultural work environment gained through working with multinational across various sectors. Expect to be challenged and engaged in the latest thinking.

Enhances your professional profile and value
The CIPD’s new Profession Map is a competency framework that helps provide a blueprint for people professionals to benchmark and develop against.
Expect your professional profile to be raised.

Course Fees

| Early Registration Fee S$1,190 | CIPD members enjoys addition 10% off stated course fees. |
| Standard Course Fee S$1,400 |

Payments can be made online using a debit or credit card, or direct bank transfer. To secure your place for the course, email ansley.winata@cipd.asia or call +65 6430 9682