

Talent Management and Succession Planning Workshop



TO REGISTER: t: +27 11 794 2151 e: info@hundfold.co.za

INTRODUCTION

Talent management is a new approach for succession planning that focuses on developing leaders within one's very own organization. It ensures that the right people, with the right skills are in the right place, and that these people are engaged and focused on the right activities to achieve targeted results. Successful organizations develop talent by establishing a culture of wellness, provide learning opportunities, empowering people to be successful by allowing them to play to their strengths. This course will provide concrete strategies to implement a talent management system that focuses on identifying, assessing, and developing talent. Talent management systems will nurture people to maximize their potential and create a workplace that will be well positioned to face whatever challenges lie ahead.

LEARNING OUTCOMES

- Competencies developed include leadership
- Learn ways to monitor, review and continuously refine a talent management system
- Explore your organizations readiness for a talent management program
- Develop a practical strategy to deal with your leadership development issues
- Identify potential barriers or resistance to your talent management system plan and explore how to overcome these

WHO SHOULD ATTEND

If you are a Human Resources leader, Talent Management professional, or someone responsible for talent acquisition, employee engagement, succession planning or employee and leadership development, attending this conference will help you address your most pressing talent management issues.

TRAINING METHODOLOGY

The methodology is based on interactive learning, i.e. learners will learn by doing. Furthermore learners will use examples from their own organisations, thus ensuring that the learning is anchored at their workplace. As with all Hundfold Global training programmes, we strive to effect actual change back at the workplace through effective and practical outcomes based training.

DAY 1

THE FUNDAMENTALS OF TALENT MANAGEMENT

Having the right executive talent in place ready to move to the top when needed is critical for future business success. But how do you ensure a smooth shift to the next generation of leaders?

- How do you attract and retain enough employees at all levels to meet the needs of organic and inorganic growth?
- Is culture the absolute bed rock on which one can develop talent?
- How do you create a value proposition that appeals to multiple generations?
- How do you develop a robust leadership pipeline and transfer key knowledge and relationships?
- How do you achieve top-level buy-in and what is required by a CEO to get his team onside?
- How do you unlock women's leadership potential and release the next generation's brightest talent

TALENT ACQUISITION AND COMPETENCIES

Focus is on practical applications, lessons learned, and pitfalls to avoid from leading competency and leadership case studies.

- Identify the business need to ground the talent management process.
- Discuss a wide variety of competency model approaches and formats.
- How to develop and use competency models to identify the specific behaviors required for jobs and functions.
- Implement talent management and competencies that are embraced by the line.
- Design and implement a global succession management process.
- Design interviewing and selection tools to obtain top talent.
- Review different types of assessment technologies, including 360-degree feedback.
- Review tools, forms, samples of applications, and measures of success.

AN INTEGRATED TALENT MANAGEMENT MODEL

In 2015, businesses see an urgent need for training, talent mobility programs, leadership development, new talent acquisition strategies, and new technology and updated talent management programs

- Ensuring information, knowledge, and wisdom are shared across the business as quickly and effectively as possible.
- Developing the ability to change the operating model quickly enough to keep up with technological change.
- New strategies for global workforce planning.

DAY 2

THE STRUGGLE OVER TALENT MANAGEMENT

High-performance organizations increasingly seek to create a talent management strategy that is closely aligned with their business objectives-in reality that's not the case. Learn:

- Why there is little consensus on the current state of talent management strategy
- How employers are striving, and struggling, to align their talent strategy with their business objectives
- A five-step best practice roadmap to build a formidable talent management strategy
- How to build and deploy a talent management strategy in an organization

PIPELINING FOR THE UNKNOWN

Talent management practices must be similarly predictive and flexible, enabling you to identify and develop leaders for an unknown global customer landscape. In this session, we'll discuss:

- Why you need to innovate our talent assessment and development approaches
- Why agility matters
- When it's smart to take big risks on emerging talent
- How we create meaningful, accelerated development experiences

STRATEGIC STAFFING IN SUPPORT OF ORGANIZATION CAPABILITY

Organizations in every industry face the challenges of competition for qualified talent and retention of knowledge workers. Hear how taking a longer term view of building a workforce, using analytics and data, can increase your ability to have the right talent available to take advantage of market opportunities.

- Gain an understanding of future uncertainties and risks involved in staffing
- Gain better insight on setting strategic workforce priorities
- Better align talent management plans to long term strategies

DAY 3

SOCIAL MEDIA: CREATING NEW WAYS TO WORK TOGETHER

Social media is a tool organizations can leverage to generate results and increase speed to market. In this panel discussion, hear how organizations are using social media to:

- Connect and improve the relationships between employees
- Increase productivity through meaningful collaboration
- Network employees to build knowledge and encourage innovation

WORKFORCE COLLABORATION FOR THE NEXT CENTURY

Business leaders, team managers and HR professionals use the word collaboration as often as they use alignment, synergy and globalization. Yet while they all use the term, they often can't deliver on the promise.

- Learn about collaboration in the workplace
- Explore how you can leverage this learning to improve workforce and business results
- Review how to leverage a culture of collaboration to power HR initiatives

USING ASSESSMENTS TO DRIVE TALENT DECISIONS

The traits, skills, and experiences that employees need to successfully deliver business strategy change over time. Making the right call on who to place in which role can be the difference between business success and derailment. In this session:

- Hear how to increase the likelihood of making well-informed and accurate talent decisions
- Learn how to integrate assessments into your hiring decisions
- Discuss the role of ongoing assessments when considering employees for new positions and promotions

DAY 4

CREATING A LEADERSHIP PIPELINE FOR SUCCESS

- Identify and develop Learning Agility to best align talent to your business strategy
- Develop a performance-potential matrix that will map your entire leadership
- Pipeline to identify your top performers
- Drive the process deep into your organization simply and rapidly

UNCONSCIOUS BIAS IN TALENT DECISIONS

Talent management professionals are often charged with increasing diversity in the pipeline and reducing bias in talent management decision making, often by building a strong and reciprocal relationship with their partners in Diversity and Inclusion. In this session, we will discuss how an organization addressed:

- The importance of the interdependence between Talent Management and D&I
- The effects of unconscious bias in talent management systems
- How to make better decisions that result in filling our pipelines with diverse talent
- Techniques to remove unconscious bias from talent decisions

DEVELOPING TALENT MANAGEMENT LEADERS WHO DELIVER BUSINESS VALUE

As the talent needs for business become more complex, the more central the role talent management professionals play in providing a ready workforce to achieve business results. In this interactive session, you will:

- Hear of the role of effective Talent Management professionals
- Identify the skills and traits necessary to be effective
- Conduct a quick self-assessment, receive peer coaching, and create a short personal development plan to increase your personal effectiveness

DAY 5

LEADING VIRTUAL TEAMS

- The Changing Work Context
- Types of Virtual Teams
- Virtual Team Assessment
- Managing what can't be observed
- Tuckman's Team Development Stages
- Lenceoni's Five Dysfunctions
- Belbin's Nine Roles

THE ROLE OF HR IN ORGANIZATIONAL TRANSFORMATION

- Making a Strategic Contribution
- The 4Ps of HR
- New Competencies and Roles
- Building Compelling Cases for Change