

International Development Programmes

RESOURCING, LEARNING AND TALENT MANAGEMENT

A 12 hour (2 session) intensive development programme that highlights the key elements of implementing resourcing, learning and talent management best practice.

PROGRAMME OVERVIEW

The attraction, recruitment, development and progression of people talent has become a key competitive challenge for most organisations. This programme highlights what we have learned in terms of best practices and approaches to ensure we can provide the business with the talent it needs to progress and succeed.

PROGRAMME OBJECTIVE

At the completion of the programme participants will have identified the criteria on which people choose and re-choose their employers and identified improvement areas for their own organisation to become and remain an “employer of choice” in relation to resourcing, learning and talent management best practice.

SESSIONS INCLUDE

Coverage of best practice in resourcing/recruitment, learning offerings and delivery, talent assessment, development and progress.

- 1. Creating a Talent Management Programme for Organisational/Business Success**
- 2. Resourcing and Recruitment**
Internal, External Channels and Best Practice “Funnel”
- 3. Talent assessment and HIPO identification via 9-box**
- 4. Formulating Training and Development**
Responses that support Performance and Talent Management
- 5. Succession Planning as Part of Strategic Workforce Planning**
- 6. Numbers, metrics and ROI**

Key action points and takeaways for both the organisation, business and the individual.

LEARNING OUTCOMES

On completion of the programme the participants will have;

- Increased their knowledge, skills and confidence to provide a resourcing, learning and talent management service to their organisation/business.



- Identified best practice in implementing a resourcing/recruitment funnel to select best candidates – particularly practiced criteria based interviewing.
- Outlined and practiced implementing the “3 circle” learning offerings model – for performance, potential and succession.
- Determined and practiced leading talent assessment tools that identify high potential individuals capable of progress to higher/more complex roles.
- Clearly constructed a transfer of learning action plan that implements best practice resourcing, learning and talent management solutions for their organisation.

NB. An interactive yet stretching programme that can be enjoyed by HR, Learning and Line professionals alike.



<https://eiu.ac/> or <http://www.hrdev.org/> or jfarnworth@eiu.ac for more details.



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