



Create winning talent strategies

Everyone is talent. Make talent important for everyone.

Online course description

With diversity, inclusion, health and well-being at the top of the agenda for businesses as we transition through the next phases of the pandemic, now is the time for dynamic and inclusive talent management that aligns individual and organisational growth.

Whether you are starting from scratch, or revising current practices, our online course gives you a step-by-step process to follow, at the same time as deepening your understanding of the various topics that make up a talent strategy.

The central proposition within our approach is that if you value everyone, offer them outstanding development opportunity, and engage them with organizational success, this translates into improved, long-term performance for your business.

The way organizations define 'talent' or 'talent management' is often unclear (see Course 1). We use the term 'talent' to refer to the skills and abilities we have within us. We see talent management as a mindset, as much as it is a set of solutions and processes.

This course can be taken alone but is best studied as a follow-up to our course 'Talent Management: Getting Started.'

Learning outcomes

On successful completion of the course, you will be ready to embed a strategic, inclusive approach to talent and development that offers outstanding development opportunity to the entire workforce. Specifically, you will:

1. Design processes to assess, develop and deploy people in line with organizational needs, and their own aspirations
2. Craft bespoke solutions for specific talent needs
3. Create dynamic succession planning
4. Embed a talent mindset across your organization to raise employee engagement and create development opportunity.

Course content

In this self-managed course, we consider the following topics and prepare draft statements and action plans around:



NEW WORLD TALENT

- Craft low-cost programmes and practices that offer outstanding development opportunity to everyone
- Instil a talent mindset where managers support opportunity and development for all
- Understand the changing role of strategic leadership, develop your own skills, and create new leadership development processes
- Introduce dynamic, devolved succession and workforce planning
- Design innovative career planning and development
- Craft processes that get the best out of hybrid working

Who will teach you?

Janice Caplan | HR consultant, author, coach-mentor, University governor and HR committee chair, former CIPD Vice-President

Who is this course suitable for?

HR professionals, COOs, and leaders of small businesses who recognise the importance of valuing everyone in their workforce.

The course can be adapted for group work and combined with classroom sessions.

Methodology

- A rich mix of content media including text and video
This provides a highly interactive engagement experience, enabling you to choose learning options that best suit your preferences
- Real-life case studies and scenarios
These are a key feature of the course, bringing all issues to life, generating discussion, and helping develop new perspectives. Although they are optional, working through significantly enhances understanding
- Skills-based activities
These guide you through immediate application at work, enabling you to implement learning as you go
- Discussion forum
Here you can share thoughts and ideas with and seek help from other delegates.

Duration

Approximately 18 hours of online study, plus time to implement ideas at the workplace.

Customised versions

The course material can be purchased outright to add to your own material and teaching. We can customise the course to your purposes.