



*Training Course:
Talent Management Strategies for HR Executives*

*31 March - 4 April 2025
Kigali (Rwanda)*

Training Course: Talent Management Strategies for HR Executives

Training Course code: HR235137 From: 31 March - 4 April 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction:

Welcome to the Talent Management Strategies Training Program, proudly designed and offered by Global Horizon Training Center. In today's rapidly changing business landscape, organizations recognize that their most valuable asset is their talent. Effectively managing and nurturing this talent is crucial for sustainable success. This comprehensive training program is designed to equip HR professionals, managers, and leaders with the necessary strategies and tools to optimize talent management and drive organizational growth.

Objectives:

- Understand the importance of talent management in achieving business objectives.
- Learn to attract, recruit, and retain top-tier talent through strategic approaches.
- Develop skills to identify and nurture high-potential employees for leadership roles.
- Explore methods for fostering a culture of continuous learning and development.
- Implement performance management techniques that align individual and organizational goals.

Methodology:

This training program employs a balanced approach that combines theoretical knowledge with practical applications. Participants will engage in interactive lectures, case studies, group discussions, role-playing, and real-world simulations. This dynamic methodology ensures that participants not only grasp theoretical concepts but also learn how to apply them effectively in their organizational context.

Target Audience:

- Human Resources Managers and Professionals
- Department Heads and Team Leaders
- Executives and Business Leaders
- Anyone involved in Talent Recruitment and Management

Outlines:

Day 1:

Understanding Talent Management and its Strategic Relevance

- Definition and Components of Talent Management
- Linking Talent Management to Business Strategy
- The Impact of Effective Talent Management on Organizational Success
- Case Study: Successful Talent Management Implementation

Day 2:

Attracting and Selecting Top Talent

- Creating Compelling Employer Branding
- Strategic Workforce Planning for Talent Acquisition
- Leveraging Social Media and Technology in Recruitment
- Behavioral Interviewing Techniques

Day 3:

Developing High-Potential Employees

- Identifying and Assessing High-Potential Talent
- Designing Individual Development Plans IDPs
- Providing Effective Feedback and Coaching
- Rotational Assignments and Cross-Functional Training

Day 4:

Fostering a Culture of Learning and Growth

- Importance of Continuous Learning in Modern Organizations
- Designing and Implementing Effective Training Programs
- Encouraging Self-Directed Learning and Knowledge Sharing
- Measuring the Impact of Learning Initiatives

Day 5:

Performance Management and Succession Planning

- Goal-Setting and Performance Evaluation Techniques
- Constructive Performance Feedback and Appraisals
- Linking Performance Management with Rewards and Recognition
- Building a Robust Succession Planning Strategy

Registration form on the Training Course: Talent Management Strategies for HR Executives

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