



*Training Course:
Advanced Techniques in Capability Building and
Talent Development*

*13 - 17 October 2025
Madrid (Spain)
Pestana CR7 Gran Vía*

Training Course: Advanced Techniques in Capability Building and Talent Development

Training Course code: SC235573 From: 13 - 17 October 2025 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Training Course Fees: 6000 € Euro

Introduction

This program, designed by Global Horizon Training Center, focuses on equipping leaders with advanced techniques in capability building and talent development. As organizations strive for growth, the ability to foster and develop internal talent is paramount for sustaining a competitive edge. This course emphasizes the critical role of leadership in nurturing talent, building capabilities, and creating a culture of continuous learning. Participants will gain practical tools and strategies to unlock the potential of their workforce and ensure their organization's long-term success.

Objectives

By the end of this program, participants will:

- Understand key frameworks for capability building within an organization.
- Learn advanced methods for identifying and nurturing high-potential employees.
- Develop strategies for aligning talent development with organizational goals.
- Explore best practices for creating a culture of continuous learning and innovation.
- Gain insights into performance management techniques that foster growth.
- Learn how to build leadership pipelines and succession plans.

Methodology

This course utilizes a mix of learning approaches to ensure engagement and practical application:

- Interactive presentations and expert-led discussions
- Group work and real-time problem-solving
- Case studies from leading organizations in talent development
- Talent management simulations
- Peer-to-peer learning and feedback sessions
- Practical application workshops focused on real-world challenges

Organizational Impact

Organizations will benefit through:

- Enhanced leadership capabilities focused on developing internal talent.
- Improved alignment between capability-building initiatives and business strategies.
- A stronger talent pipeline that supports future growth and innovation.
- Increased employee engagement and retention through targeted development efforts.
- Greater organizational adaptability and resilience through continuous learning.

Target Audience

This program is ideal for:

- Senior executives and leaders responsible for talent and capability development.
- Human resource professionals tasked with designing and implementing talent strategies.
- Department heads and managers looking to build high-performing teams.
- Learning and development professionals aiming to refine their talent management approach.

Outlines

Day 1: Foundations of Capability Building and Talent Development

- Introduction to capability building and talent development concepts
- Strategic alignment of talent management with business objectives
- Assessing current organizational capabilities and identifying gaps
- Case studies: Global best practices in talent development

Day 2: Identifying and Nurturing High-Potential Talent

- Techniques for identifying high-potential employees
- Developing personalized career development plans
- Talent mapping and building leadership pipelines
- Group exercise: Creating a talent development strategy

Day 3: Building a Culture of Continuous Learning

- Creating an environment that encourages growth and learning
- Integrating formal and informal learning opportunities
- Using technology and e-learning platforms for talent development
- Workshop: Designing a learning and development framework

Day 4: Performance Management for Growth

- Advanced techniques in performance management
- Aligning performance reviews with development goals
- Using feedback and coaching to accelerate growth
- Real-world application: Implementing performance management strategies

Day 5: Succession Planning and Future-Proofing Talent

- Building effective succession plans for key roles
- Preparing for future leadership transitions
- Evaluating and adjusting talent development strategies over time
- Simulation: Developing a succession plan for organizational resilience

Registration form on the Training Course: Advanced Techniques in Capability Building and Talent Development

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