



*Training Course:  
Strategic Talent Management & Leadership  
Development*

*13 - 17 October 2025  
Rome (Italy)*

## Training Course: Strategic Talent Management & Leadership Development

Training Course code: HR236253 From: 13 - 17 October 2025 Venue: Rome (Italy) - Training Course Fees: 5750 € Euro

### Introduction

This program, developed by [Global Horizon Training Center](#), equips HR professionals, organizational leaders, and senior managers with the strategies and tools required to manage, develop, and retain top talent effectively. It covers the full spectrum of talent management: from strategic alignment and leadership development to career progression, employee development program design, succession planning, and measuring ROI.

The program emphasizes [practical implementation](#) through frameworks, tools, and case studies to ensure participants can return to their organizations ready to create impactful talent initiatives that drive organizational success.

### Target Audience

- HR Directors, Managers, and Business Partners
- Organizational Development and Learning & Development Specialists
- Senior Managers and Executives responsible for talent strategy
- Professionals engaged in leadership development and succession planning

### Program Objectives

By the end of this program, participants will be able to:

- Align talent management with organizational goals for strategic impact.
- Design and implement [career progression frameworks](#) that foster employee growth and retention.
- Develop comprehensive [employee development programs](#) to enhance capabilities.
- Build strong [leadership pipelines](#) through competency frameworks, mentoring, and succession planning.
- Integrate talent management initiatives with organizational systems for sustainable growth.
- Measure and demonstrate the ROI of talent and development strategies.

### Course Methodology

The training combines interactive presentations, group discussions, practical workshops, real-world case studies, and action-planning exercises. Each session is designed to ensure participants gain practical, actionable skills.

## Organizational Impact

- Establishment of a clear, strategic talent and career development framework.
- Increased leadership capability and succession readiness.
- Higher employee engagement, retention, and internal mobility.
- Demonstrated ROI on talent and development investments.
- A sustainable approach to building organizational capacity for the future.

## Program Outlines

### Day 1

#### Foundations of Strategic Talent Management

- Aligning talent strategy with organizational objectives.
- Mapping critical roles and identifying capability gaps.
- Ethical frameworks for fair and transparent talent assessment.
- Setting metrics and KPIs for talent success.

### Day 2

#### Leadership Development & Talent Assessment

- Defining and embedding leadership competencies.
- Enhancing talent assessment frameworks potential, performance, readiness.
- Implementing effective career coaching and leadership mentoring.
- Accountability and shared leadership responsibility.

### Day 3

#### Career Progression & Development Program Design

- Designing [career progression pathways](#) for employee growth.
- Identifying skills for future roles and bridging capability gaps.
- Creating [employee development programs](#) technical, behavioral, leadership.

- Integrating L&D with organizational talent strategies.

#### Day 4

##### Succession Planning & Retention Strategies

- Linking succession planning with broader HR and business strategies.
- Addressing career stagnation and building success profiles for critical roles.
- Crafting retention strategies for high-potential talent.
- Establishing sustainable mentoring pipelines for leadership continuity.

#### Day 5

##### Integration, ROI & Sustainable Talent Excellence

- Creating transparent organizational communication for talent initiatives.
- Integrating knowledge management systems to support talent and career growth.
- Measuring and analyzing the ROI of talent and development programs.
- Case study & final workshop: Building a comprehensive, actionable talent roadmap.

## Registration form on the Training Course: Strategic Talent Management & Leadership Development

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Company Information

Company Name: .....  
Address: .....  
City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
Position: .....  
Telephone / Mobile: .....  
Personal E-Mail: .....  
Official E-Mail: .....

### Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
- ☐ Please invoice my company

### Easy Ways To Register

Telephone:  
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provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
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Complete & return the  
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to: Global Horizon  
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