



*Training Course:
Strategic Talent Management & Leadership
Development*

*10 - 14 November 2025
Rome (Italy)*

Training Course: Strategic Talent Management & Leadership Development

Training Course code: HR236253 From: 10 - 14 November 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

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