



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

*21 - 25 December 2026  
Madrid (Spain)*

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

Training Course code: SC235573 From: 21 - 25 December 2026 Venue: Madrid (Spain) - Training Course Fees: 6300 € 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.

### 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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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:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

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