



*Training Course:
HR Process Design and Talent Management
Strategies*

*9 - 13 November 2026
Milan (Italy)*

Training Course: HR Process Design and Talent Management Strategies

Training Course code: HR236531 From: 9 - 13 November 2026 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

This program focuses on designing efficient HR processes and implementing effective talent management strategies that drive organizational success. Participants will learn to optimize HR workflows, align talent initiatives with business goals, and foster a culture of high performance and employee development.

The training combines [theory](#), [practical exercises](#), and [interactive case studies](#), enabling participants to immediately apply HR process improvements and talent management best practices in their organizations.

Objectives

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

- Design and streamline HR processes for efficiency and compliance.
- Develop comprehensive talent management strategies to attract, retain, and grow top talent.
- Align HR initiatives with organizational strategy and workforce planning.
- Implement effective performance management and employee development programs.
- Apply HR analytics to monitor processes and make data-driven decisions.
- Foster engagement, motivation, and high performance within teams.

Target Audience

- HR Managers and Specialists
- Learning & Development and Talent Management professionals
- Line Managers involved in people management
- Organizational Development Consultants
- Business Leaders overseeing workforce strategy

Outlines

Day 1:

Introduction to HR Process Design

- Understanding HR process frameworks and workflow mapping
- Key HR functions: Recruitment, onboarding, performance management, learning & development, employee relations
- Aligning HR processes with organizational strategy
- Case discussion: HR process inefficiencies and their impact
- Activity: Map current HR processes in your organization

Day 2:

Strategic Talent Acquisition & Onboarding

- Workforce planning and identifying critical talent needs
- Designing recruitment strategies aligned with organizational goals
- Structuring onboarding programs for long-term retention and engagement
- Using technology and analytics to improve recruitment efficiency
- Practical Exercise: Develop a recruitment and onboarding process map

Day 3:

Performance Management & Employee Development

- Designing performance appraisal systems and KPIs
- Linking individual goals with organizational objectives
- Employee engagement strategies, coaching, and recognition programs
- Creating development pathways for high-potential employees
- Workshop: Build a performance and development plan for a department

Day 4:

Talent Management Strategies & Succession Planning

- Identifying, nurturing, and retaining key talent
- Succession planning frameworks and career pathing

- Implementing learning and development initiatives to strengthen the workforce
- Evaluating talent programs for effectiveness and ROI
- Activity: Develop a succession and talent development strategy for your organization

Day 5:

HR Process Optimization & Continuous Improvement

- Monitoring HR processes with metrics and KPIs
- Continuous improvement in HR workflows and talent programs
- Leveraging analytics to drive strategic HR decisions
- Case study: Best practices from leading organizations
- Action Planning: Create a roadmap to optimize HR processes and implement effective talent management strategies

Registration form on the Training Course: HR Process Design and Talent Management Strategies

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

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