

# Managing the Talent of Your Team

1 Day TMA

## OVERVIEW

Talent and potential management is a highly topical subject for all types of modern organisations. This highly practical workshop will introduce participants to a wide variety of practical tools and techniques to successfully manage all of the talent within their team(s).

Effectively managing the various talent and potential levels within one's organisation is a critical success factor to any manager's role. This one-day course will encourage participants to work with real-life, work-based challenges and to align their organisation's strategy for managing talent and potential with the practical skills and knowledge they'll learn on the course.

## DESIGNED FOR

Designed specifically for managers from all organisational backgrounds who are seeking to develop and nurture the talent and potential for those they manage, this workshop will 'fit' a variety of backgrounds and levels from team leader to middle manager.

## LEARNING OUTCOMES

By the end of this course participants will be able to:

- Understand and define the concept of talent management and its link to organisational strategy and success.
- Examine their role as a manager in developing and sustaining the talent of others.
- Identify the current talent and potential levels in their team(s).
- Identify and apply practical tools and techniques that help to motivate and retain talent and potential.
- Appreciate the range of development strategies and solutions available to managers in order to 'stretch' performance and potential levels in their team(s).
- Practise the use of learned skills, tools and techniques to develop the talent of all their team.

## TOPICS COVERED

### The Importance Of Talent Management

- Creating a shared definition of 'talent' and 'talent management'
- Understanding why talent management is important and its link to organisational strategy
- Your roles and responsibilities in developing the talent and potential of others

### Identifying & Nurturing the Talent in Others

- Establishing the skills, qualities, knowledge and behaviours required to achieve business success within your team
- Identifying the current talent and potential levels in your team
- Talent GAP analysis and its importance to support organisational success
- The inherent link between talent management and succession planning

### Developing & Sustaining the Talent in Others

- Developing, supporting and nurturing your high potential employees
- Sustaining and motivating excellent performance/performers
- Effectively managing poor performers for improved results
- Creating development strategies and methodologies for continued success
- Retaining talent – maintaining the 'stretch' opportunities for high performers and minimising boredom and other similar reactions
- Understanding why people stay, develop and grow with organisations

### Creating Direction and Planning for the Future

- Preparing and conducting effective performance and talent discussions
- Gathering supporting evidence and data for future success
- How to give constructive and developmental feedback
- Applying a simple, yet robust coaching model to aid 'talent' conversations with individuals

### Putting Learned Skills & Knowledge into Practice

- Applying the course learning through conducting a skills practice session using real-life, work-based examples
- Receiving developmental peer and trainer feedback

### Personal Development

- Action planning – what you will do when you return to work
- Creating your personal development plan and alignment with your current individual business objectives

## EXTRA NOTES

*An equivalent course is available in Arabic. Please call us for details.*