

## Talent Management Development Programme

### Workshop 1 Outline - Laying the Foundations

*(for those who would classify themselves as stalls, false starts or ignition on the Talent Management Engagement Scale)*

This workshop is for those who are at the start of their talent management journey and are yet to define or implement an approach for their organisation.

#### Day 1

- Essential ingredients – defining talent, connecting OD interventions, the talent cycle
- Defining the starting position and finish line – readiness assessment and goals
- Exploring different talent management approaches
- Engaging and promoting the benefits – demonstrating ROI
- Leading TM processes in your organisation – roles and responsibilities

#### Day 2

- Tools and techniques – conversations, grids, sharing best practice in other industries, TM challenges and how to tackle them
- Measuring talent – performance and potential
- Delivering feedback in a talent management context – 1:1s and review boards, using positive psychology
- Career coaching – getting it right for individuals and organisations
- Action learning and planning - making it happen

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### Workshop 2 Outline - Tailoring your Talent Approach

(for those who would classify themselves as embers, sparks, engines or batteries on the Talent Management Engagement Scale)

This workshop is for those who have put the right foundations in place and have taken steps towards implementing talent management but may have further to go in ensuring there is an inclusive, joined up approach across the wider organisation.

#### Day 1

- Embedding an inclusive, talent centred culture
- Raising the profile of talent management – attracting, developing and retaining
- Talent management at scale – widening participation within your organisation
- Talent analytics – information and what to do with it
- Identifying and developing talent champions

#### Day 2

- Tools and techniques – conversations, grids, sharing best practice in other industries, TM challenges and how to tackle them
- Measuring talent – performance and potential
- Delivering feedback in a talent management context – 1:1s and review boards, using positive psychology
- Career coaching – getting it right for individuals and organisations
- Action learning and planning - making it happen

## Talent Management Development Programme

### Workshop 3 Outline - Nurturing Talent Together

((for those who would classify themselves in the generator or fusion categories on the Talent Management Engagement Scale)

This workshop is for those who have well-established talent management approaches in their organisation and who are seeking to widen this, working collaboratively to attract, develop and retain talent with their system partners.

#### Day 1

- Identifying 'talent partners' – who we need to engage with and how to go about it
- Developing a systems based, strategic approach – agreeing shared talent objectives
- System wide succession planning – planning and deploying resources effectively
- Hosting collaborative talent conversations
- Measuring success – evaluating the local impact

#### Day 2

- Tools, techniques and resources – conversations, grids, sharing best practice in other industries, TM challenges and how to tackle them
- Measuring talent – performance and potential
- Delivering feedback in a talent management context – 1:1s and review boards, using positive psychology
- Career coaching – getting it right for individuals and organisations
- Action learning and planning - making it happen