

Building a Game Changing Talent Management Strategy

26th - 27th October 2022

Kuala Lumpur (In Person) / Online Training

Major Benefits of Attending

By end of this course, delegates will be able to: -

- **REALISE** how and why people really are your greatest asset
- **UNDERSTAND** what a systematic talent management strategy looks like and be able to create one for your business
- **LEARN** how to attract and recruit the 'right' people for your business by first defining what 'right' really means in the case of your business
- **REGOGNISE** the importance of individual development to improve the performance of your talent and create higher levels of engagement
- **INCREASE** your awareness of why high levels of engagement are so important to the performance of your employees and how this in turn leads to a significantly higher level of retention
- **LEARN** about how growing businesses are different from established businesses. There are predictable stages of growth that your business will experience as it becomes successful. This will necessarily change the methods you use to manage talent effectively as well how the business will need to be led
- **IDENTIFY** the specific changes that the pandemic has brought to the field of talent management and what this requires your business to focus on now as far as your people, their wellbeing and performance are concerned

Course Methodology

Client has the option to choose to participate either below method.

Online Course : *This course will be conducted via Zoom.*

Marriot Group Hotel: *This course will be conducted at the hotel with the trainer on site. Participants will need to bring their own laptop. Lunch/Dinner and 2 networking breaks will also be provided.*

Why you Should Attend

Talent management (TM) – “the systematic process of attracting, identifying, developing, engaging, retraining and deploying people of particular value to your business”- has changed out of all recognition in recent times. And as such, if it is well designed and implemented, TM strategy will impact directly and significantly on a business's bottom line results Also, businesses with a so called 'high level of TM maturity' will usually outperform those without.

Once, it was mainly concerned with attracting and hiring people unrelated to the business's goals or strategic objectives. Its bottom line benefits were rarely understood or recognised either. However, today a range of pressures and challenges have forced businesses to change the way that they regard, design and deliver their TM strategies in order to remain successful. These include:

- TM or the absence of it is usually seen as the main blockage to scaling growth in growing businesses
- The very significant changes in the skilled labour market in recent times - its increasingly tightening, have become fiercely competitive because of a so called 'war for talent'
- The impact of the pandemic on business: "forcing the single, biggest change in work patterns and practices since the beginning of WW2 in 1939, over 80 years ago

So, TM is no longer seen as something "HR does for us' but instead has become an essential management practice starting from the top and linked directly to business objectives

This course will provide you as a leader with all the frameworks and tools you need to design and implement a TM strategy that should become the cornerstone of your business's future growth and success.

Who Should Attend?

The workshop is specifically designed for the following target audiences:

- Business/line leaders
- Business owners
- Managing Directors and VP's/AVP's
- HR professionals

Organized by:



For more details, contact hello@fdb.sg

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