



University
College of the Caribbean

Corporate Education

& Management Services Solutions

17 Worthington Avenue, Kingston 5

Tel# 935-0997 / 0977 / 0999 Fax # 929-8044

Email: executiveed@ucc.edu.jm

HRM: Talent Management Training Seminar

Who Should Attend:

The target audience for this training seminar is HR managers and supervisors; HR business partners Senior HR personnel, independent HR consultants/contractors, departments, line managers and department heads.

Objectives:

At the end of this training seminar participants will be able to:

- Establish best practices for a new or revised talent management system
- Convert business goals into competencies which will drive company success
- Establish performance management system suitable for their company
- Employ tools to evaluate employee potential
- Design strategies to quickly identify mission critical employees
- Identify and mentor motivated and qualified “backups” for key functions & positions
- Establish the main objectives for a effective talent management system
- Select a talent management system that will improve organizational effectiveness and success

Content:

- The 5 key components of a talent management system
- The business case for talent management
- Identifying unique potential and high-performing leaders
- Reviewing workforce vulnerability and the risks associated with it
- Establishing a company competency profile
- Identify and explore the relationship between effective hiring and performance management
- Reviewing On-boarding and employment branding
- Using talent solutions to strategically address business challenges
- Development Matrix Tool
- Key elements of the individual development plan (IDP)
- Turnover issues and tools and action plans to address these
- Major components and measurement of HR's organizational contribution