

Talent Management

Learning Outcomes

This course will enable you to:

- Learn to identify, attract, manage, develop and engage talent to meet current and future business needs.
- Understand the current and future business context, identify specific capabilities that your organisation will require to meet future business needs
- Build a clear picture of the demand and supply for talent; the current and expected future demand for skills, essential data to gather on supply of talent, pinpointing the gaps
- Make the case and the budget, how to put a value on skills sets or particular individuals, budget restrictions, the priority order for addressing current talent gaps
- Take action, how to create specific talent pools, targeting roles to be filled from outside of the organisation? Why? Career ladders and progressive development, what steps can you take to improve the assessment of the existing talent pools?
- Building managers' capability to support your talent strategy
- Implement the plan, the underpinning principles and the philosophy, summarising the key priorities, allocating responsibilities and accountability for delivery

Course Outline

Introduction to training and development in South Africa

Analysing training needs

Integrating education, training and development in organisations

Selecting learning methodologies

Designing and developing training programmes

Implementing training programmes

Evaluating training programmes