



Integrated Talent Management Workshop

Getting talent right is getting business right. In order to meet business challenges, grow the organization, and keep customers happy, the right talent must be hired, retained, deployed, developed and engaged. “In a competitive global economy, HR needs to create a ‘talent first’ culture” (Aberdeen 2012). This two-day workshop focuses on the strategies that are important in implementing integrated talent management to help make smart decisions related to both talent and the organisation.

Workshop outline

Session 1: Introduction to integrated talent management

Many companies have sound business plans, yet struggle to implement an effective talent management strategy. The reason for this might be the lack of integration with regards to talent management in many organizations. As a result of this lack of integration, talent management is happening in silos and there is a lack of effective communication and collaboration across talent management functions. This often leads a dilution of accountability as there is not a single executive taking ownership for talent management in the company. Many talent management efforts therefore do not achieve the intended results, namely attracting, engaging, developing and retaining the best skills for the business.

In this session you will be introduced to the critical elements of an integrated approach to talent management.

- The latest developments/research in Talent Management
- The various components of an integrated approach to talent management
- How to define and cluster talent
- Identify areas for improvement in own talent management practices
- The obstacles and critical success factors with regards to integrated talent management
- Talent Reviews
- Workforce Planning
- The business drivers of talent management

Session 2: Acquiring the best talent

The global workforce imbalance will drive a new focus on Talent Acquisition (Josh Bersin). The Employment Value Proposition (EVP) is still a crucial component in Talent Acquisition and deserves more attention. The employment Value Proposition (EVP) is the set of attributes that the labour market and current employees perceive as the value they gain through employment at an organisation. Research by the Corporate Leadership

Council indicates that the effective management of the EVP allows organisations to source more deeply within the labour market and reduces compensation costs. In this session you will be guided through the most important elements of the EVP and conclude with designing the framework for EVP management in your own company.

- The Employment Value Proposition (EVP)- key to attraction
- The components of the EVP
- Common mistakes in managing the EVP
- Building the most compelling Employment Value Proposition (EVP) for attraction
- The impact of generational theory (especially the new generation of workers) on building the EVP
- Building the EVP for your company

Session 3: Performance Management

According to Bersin and Associates' predictions for 2012, Performance Management continues to be a frustration point and organizations will further evolve to agile models of goal-setting and performance coaching. This session will cover:

- Performance Management models
- The coaching/development model of Performance Management
- Agile models of goal setting

Session 4: Strategies for engagement, commitment and retention

The bottom-line intent of most talent management systems is to create the conditions that will make employees want to stay and make them grow (Lisa Haneberg). "Research shows that engaged employees are more productive employees. They are also more profitable, customer-focused, safer, and more likely to withstand temptations to leave. Many people have long suspected the connection between an employee's level of engagement and the level and quality of his or her performance. Our research has laid the matter to rest" (The Gallup Organization 2009). "The link between passionate, driven, engaged employees — and higher levels of revenue and profit growth is now firmly established. Endless statistics, reports and testimonials exist to prove the one-to-one connection between highly engaged employees and exceptional company performance" (Cordock, 2009). Statements like these ensure that most organizations take serious notice of the concept of engagement. Yet, there are several definitions of the concept, leading to several measurement and implementation approaches. Organisations like the SHL Group and The Corporate Leadership Council have done some very innovative work in this regard. This session will look at the various approaches to employee engagement and how to engage and retain staff.

This session will cover the following aspects:

- The various definitions of engagement
- The impact of these definitions on the way in which engagement is measured
- The process approach
- The implications of the process approach on measurement and implementation practices
- The cost of employee turnover
- The drivers of engagement:
 - Direct manager
 - Senior executive team
 - Compensation plans
 - Benefit Plans

- Onboarding
- Day-to-day work
- Learning and development
- Organisational culture
- How to improve employee engagement and commitment using these drivers
- Building an engagement and retention plan for your company

Session 5: Instilling a talent mindset and making talent management a critical part of every manager's job

McKinsey's search emphasized the importance of instilling a deep commitment to talent throughout the organisation, starting at the top and cascading through the ranks. "What's needed is a deep-rooted conviction, amongst business unit heads and line leaders, that people really matter – that leaders must develop the capabilities of employees, nurture their careers, and manage the performance of individuals and teams" (McKinsey Quarterly January 2008). In this session we will explore ways of instilling a talent mindset in your company.

- Defining the role of the line manager in talent management
- Assessing the line manager's talent management practices
- Helping line managers to become talent champions

Workshop outcomes

After attending this workshop you should be able to:

- Develop a compelling business case for talent management in your company
- Design an integrated talent management model for your company
- Leverage the Employment Value Proposition (EVP) to attract the best talent
- Implement strategies to develop pools of talent to address skills shortages
- Identify the drivers of engagement in your company and design relevant engagement action planning strategies
- Develop an effective talent retention plan
- Mobilise line management to take responsibility for talent management

Benefits of Attending

- Explore the latest industry research to help you position your talent management strategy and benchmark your organisation
- Join a discussion on talent management strategies that address the needs of an increasingly complex, global environment
- Discuss the talent acquisition tactics that work
- Understand why workforce planning is so critical for organisational success
- Get to know how to build a workforce planning strategy based on talent segmentation to ensure your organisation has the capability and capacity to meet strategic objectives
- Consider different approaches to drive performance management

- Build competitive advantage and organizational agility through maximization career management strategies
- Acquire new knowledge to help transform your talent management strategies and impact your organization's overall performance
- Acquire knowledge of sound proactive recruitment, on-boarding, professional development, and retention approaches and practices.
- Gain new strategies and tactics on how to establish your organization as an employer of choice.
- Network with talent management professionals and build your skills as a talent management practitioner

Who Should Attend

- Leaders and managers who believe that people are their greatest asset.
- Leaders and managers who are currently investing or are looking to invest in effective ways to get the most out of their organization's greatest asset.
- Chief Learning Officers
- Talent Management Managers/Professionals
- Human Resources Managers/Specialists/Professionals
- Recruitment Managers/Professionals
- Succession Management Specialists/Professionals
- Strategic Workforce Planning professionals
- Professionals responsible for talent acquisition, employee engagement, succession planning, learning and development, and leadership development.

Contact details

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