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PHOENIX TS

Talent Management Training

BONUS! Cyber Phoenix Subscription Included: All Phoenix TS students receive complimentary ninety (90) day access to the Cyber Phoenix learning platform, which hosts hundreds of expert asynchronous training courses in Cybersecurity, IT, Soft Skills, and Management and more!

Course Overview

Our 2- day, instructor-led Talent Management course provides students with just what it takes to have the right people ready. It will teach participants to do the following:

- Apply the multifaceted aspects of talent management in their own organization
- Describe the skills required to manage high potential candidates
- Recognize and foster talent within an organization
- Explain the principles of competency-based management
- Use the language for talent management

There are no prerequisites for this course.

Schedule

Currently, there are no public classes scheduled. Please contact a Phoenix TS Training Consultant to discuss hosting a private class at 301-258-8200.

Course Outline

Course Overview

Understanding Talent Management

- What is Talent Management?
- A Focused Effort to Manage Talent

Understanding Performance Management

- The Differences Between Performance Management and Talent Management
- The Shared Management Model

Understanding Succession Planning

- Replacing vs. Succeeding
- Understanding Succession Planning Terms
- Identifying Critical People
- Identifying Resources
- Risk Assessment

Creating a Talent Management Plan

- Developing Your Vision

About Competency-Based Programs

- Understanding Competencies
- Goleman's Emotional Intelligence Model

Identifying Talent

- Key Talent Groups
- Case Study
- Fast-Track Programs

Bring on Bench Strength

- Getting the Right Person for the Job

- Three Pillars

Conducting Talent Assessments to Create a Talent Profile

- A Three-Phase Process
- Sample Form
- Compiling the Results

Keeping People Interested

- Understanding Abilities and Aspirations
- Case Study: Jim's Job
- Keeping Superstars from Falling

Talent Review Meetings

- Structuring the Talent Review Meeting
- Case Study

Show Me the Money!

- Building Incentives into the Plan
- About Competency-Based Pay and Pay-For-Performance

Communicating with High Potentials

Development Strategies

- Goals with SPIRIT
- 360-degree Feedback
- Coaching and Mentoring
- Creative Development Ideas

Reality Check!

- Case Studies

Fostering Engagement

Evaluating the Plan

- Why is Evaluation Necessary?
- Sample Evaluation

Workshop Wrap-Up

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Starting at **\$1,000**

ATTENTION

For GSA pricing or Contractor quotes call
301-258-8200 – Option 2.

GSA



Price Match Guarantee

We'll match any competitor's price quote. Call us at 240-667-7757.