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PHOENIX TS

Talent Management Training

Due to Covid-19 safety restrictions PhoenixTS will temporarily be unable to provide food to our students who attend class at our Training Center; however, our Break Areas are **currently open** where students will find a constant supply of Coffee, Tea and Water. Students may bring their own lunch and snacks to eat in our breakrooms or at their seat in the classroom or eat out at one of the many nearby restaurants.

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.

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
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Price Match Guarantee

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