

Talent Development Training



The Talent Labs is a leading global membership, training and consultancy organisation providing practical, tactical and strategic insight and support to a thriving community of some 13,000 Talent professionals.

With combined Talent experience of over 200 years, we are passionate about delivering a range of services and solutions to members and clients across the Talent industry to help make it that little bit easier.

The Talent Labs has extensive experience of designing and delivering training to both Talent professionals and people managers over the past 10 years.



Support

Downloadable practical tools and resources that mean you never have to start something from scratch



Develop

Virtual training and mentoring or bespoke capability solutions to meet individual and team needs



Connect

With peers via our discussion forums and member-only connectivity platform



Inspire

Annual awards that showcase the very best in in-house recruitment and TA



Talent Development Training



Developing the capability and skills your business and people need is key achieving your strategic outcomes. However, it is not easy to do. Defining the capability you need and putting in place the right development solutions takes great diagnostic, design, delivery and engagement across the business. The talent labs training offers a series of interactive modules tailored for both novice and seasoned learning professionals. Our goal is to:

- Support your strategy development and capability/skills planning
- Help you design and deliver programmes that drive effective skills development.
- Develop strong partnerships between people managers, talent and learning teams.
- Boost overall confidence and skill sets of everyone involved in developing talent.

Who It's For

There are various levels of modular training content ensuring that no matter what level your Talent team is currently operating at there will be options suitable for everyone.

How It Works

Modules can be delivered live, in-person, or virtually by an experienced trainer. All modules can be customised to business requirements, or processes. We also offer our courses in eLearning format, packaged in a compatible file for your learning platform (i.e. SCORM compliant).

How Much It Costs

- 90 minute virtual and 120 minute live sessions are priced from £650
- Prices are exclusive of VAT
- Travel time and expenses are charged separately
- Design costs are dependant on client requirements

Meet The Team



Rachel Dalboth
Director, TA Centre
of Excellence



Jemma
Wilkinson
Talent Solutions
Manager



Sarah Lane
Talent Solutions
Manager



Ted Miller
Director,
TD & TM



Darren Wall
Talent Solutions
Content Manager

Talent Development



L&D Partnering and Planning

This course helps you maximise your teams' ability to engage effectively across the business to plan and deliver learning and development. It focuses your teams on aligning all the relevant processes, data, and people management inputs to deliver a strategic learning plan.

Module Outline:

- The role of business partnering in learning and development
- Key skills and competencies for effective partnering
- Diagnostics to avoid 'order taking' and add value
- Developing your company or business area learning plan

Developing Capability Across Your Organisation

This course supports your team to identify and develop the critical capability the business needs to achieve success. A strategic look at how to assess organisation skills requirements and set the right framework to develop them over the longer term. Perfect for shifting organisations to skills-based approach.

Module Outline:

- Creating a strategic capability framework
- Connecting capability and business performance
- Maximising data, analysis and tech solutions to support you
- Focusing your people investment in the right areas

Learning Design and/or Facilitation

Create learning experiences that are relevant and engaging for your people, and most importantly deliver business results. This course covers the fundamentals diagnosis through to delivery of learning solutions.

Module Outline:

- Understanding learner needs and aligning them to business outcomes
- Designing and facilitating learning that delivers results
- Engaging learners to maximise impact
- Evaluating and reinforcing learning outcomes



Talent Development



Developing Your Talent Community

This course will help your team define and engage your talent community. We will take them through how to structure the development approach for each of the pools in that community.

Module Outline:

- Achieving the right development outcomes for all talent pools
- Engaging your talent pools as one community to maximise development and impact
- Implementing effective interventions to stretch and develop
- Evaluating development success and tracking talent outcomes.

Implementing Successful Coaching and Mentoring

Developing your talent through coaching and mentoring can be incredibly effective if delivered well. This course will help your teams look at how to design and implement effective programmes that engage your talent and accelerate their development.

Module Outline:

- Creating the environment for coaching and mentoring to be effective development programmes.
- Designing your programmes, introducing and embedding them.
- Supporting coaches/mentors and coaches/mentees.



General Skills



Project Management

Improve the consistency of your project delivery across HR through fundamental skills, processes and tools that can be implemented straight away.

Module Outline:

- Understanding the project lifecycle
- Skills for each project management process stage
- Evaluating and reporting through the cycle

Change Management

Ensure your team have the knowledge and skills to manage the people elements of project delivery. Help them understand the change impact for people and plan effective change delivery throughout the project lifecycle.

Module Outline:

- Understanding the change process
- Understanding emotions and the human response to change
- Developing your change management approach to deliver more successful outcomes.
- Communication and engagement with your change audiences.

Consultancy and Stakeholder Management

Understanding stakeholders and consulting or partnering effectively is a core skillset across HR teams today. We need to make sure we are focusing the investment of resource on the things that will make a difference to the business and have the relationships to make these things land and stick. This course develops the core skills to do this through a consultative approach and a targeted stakeholder management plan.

Module Outline:

- Skills to diagnose stakeholder challenges and needs
- Stakeholder mapping for projects and change
- Managing and communicating with stakeholders at different levels
- Ongoing relationship management and development

Influencing and Negotiation

This course will improve your team's ability to influence the right business outcomes. From the early stages of diagnosing needs rather than wants, through to business case or proposal stage to ensure approval. The skills learned here are equally applicable day to day to get the right actions and behaviours happening across the business from every conversation.

Module Outline:

- Understand self and others
- Communication style challenges and solutions
- Storytelling as a form of persuasion
- Negotiating process, stages and techniques

General Skills



Presentation skills

A key skill of many talent professionals today is design and delivering impactful presentations to a variety of audiences. Whether you are buying in leadership, engaging your people across the business, or representing the business externally, how you put together a compelling story and ensure it cuts through to the audience is key to success.

Module Outline:

- How to create and tell compelling stories.
- Designing content that maximises your stories impact.
- Using data to reinforce your key messages.
- Engaging audiences of every size and level.
- How to make your messages stick.

Financial Management and Planning

Ensure your team have the financial literacy to plan and manage budgets, cost projects accurately and measure cost efficiency/savings. Give them the confidence to communicate effectively with leaders and finance colleagues.

Module Outline:

- Common financial terminology and concepts
- Identifying and using the most appropriate financial data for your function
- Planning annual and project budgets
- Forecasting and tracking spend.
- Identifying cost efficiency opportunities and tracking savings

Data Analysis and Reporting

This content provides a comprehensive understanding of leveraging data and metrics. It equips professionals with the skills to collect, analyse, and utilise data-driven insights to enhance strategies, optimise decision-making and measure the effectiveness of talent initiatives.

Module Outline:

- Understand the importance of data and metrics
- Align your data, goals and organisational objective strategies
- Identify relevant data sources
- Collate and manage data effectively
- Understand your audience and how to communicate & influence them using your data
- How to tell insightful stories with your data.



People Manager Training

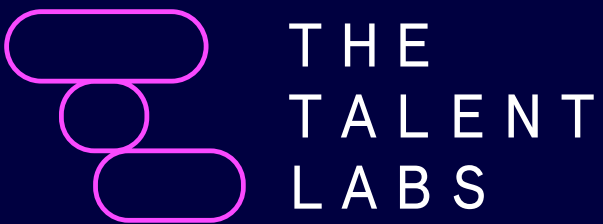


The Talent jigsaw is not complete without hiring managers and cultivating strong partnerships is essential in modern day talent optimisation.

We are delighted to offer People Manager Training, focused on building talent capability and driving meaningful outcomes for organisations.

[Download brochure here](#)





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