

Talent Management 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



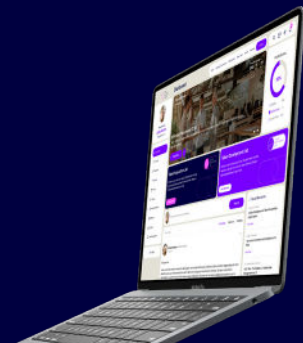
Develop

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 Management Training



Talent management is a key strategic advantage for organisations today. This places an increased pressure on talent professionals to set the right strategy that ensures people managers can identify and manage potential to increase business performance. The talent labs training offers a series of interactive modules tailored for both novice and seasoned talent professionals. Our goal is to:

- Support your strategy development and longer-term people planning
- Help you implement effective processes and programmes
- Develop strong partnerships between people managers and talent teams
- Boost overall confidence and skill sets of everyone involved in managing 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 Management



Talent Partnering and Planning

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

Module Outline:

- The role of business partnering in talent management
- Key skills and competencies for effective partnering
- How to engage the business in the talent management process
- Developing an integrated people plan.

Implementing Your 'Talent Deal'

Need to engage your people on what it means to be talent and getting the most out of their potential in your organisation? This course helps your team define a 'talent deal' relevant to your organisation, giving clarity to your talent and people managers on the expectations and outcomes that your talent strategy will achieve.

Module Outline:

- Overview of a 'talent deal' and the talent management cycle
- Best practice principles for each stage of the cycle
- Defining and designing your 'talent deal' and processes
- Engaging the business with your 'talent deal'

Optimising Succession Planning

Improve how your business assesses potential and aligns it to critical roles. This course will help you engage your teams and people managers to deliver effective succession planning across every level of the business. You will work through a structured process to identify how to create talent pipelines that deliver tangible value and help your organisation achieve its strategic goals.

Module Outline:

- Implementing a succession planning process
- Defining and capturing critical roles for your organisation
- Mapping talent to your succession plan
- Creating talent pipelines at every level



Talent Management



Review and Assessing Potential in Your Talent Pool

This course deep dives into how to assess potential in your talent pool and develop your people management capability to do this consistently across the business. You will learn how to improve the effectiveness of your talent review process and ensure it feeds relevant development of your high potential talent.

Module Outline:

- Models for assessing potential
- Flexing reviews and assessment for different talent pools
- Supporting people managers to objectively assess and validate ways to test and stretch potential

Reigniting Your Performance Management

If your performance processes feel like going through the motions and adding little value, this course will help you redesign and reposition them. Get back to the basics of good quality performance management that genuinely delivers better results. Re-engage your people with a process that works and adds daily value to them and your business.

Module Outline:

- Review and improving your performance cycle and reviews
- Aligning your processes to business performance outcomes
- Engaging your teams to drive high performance
- Embedding performance within culture, values and behaviours



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

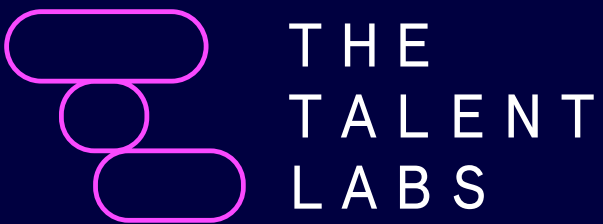


The Talent jigsaw is not complete without hiring managers and cultivating strong partnerships is essential in modern day talent optimisation.

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

[Download brochure here](#)





 www.thetalentlabs.com

 tlc@thetalentlabs.com