

Informa Connect

Academy



Talent Management: The Key to Organisational Success

Learn how to recruit and retain talent employees amidst social, economic and health challenges



Attend In-Person or Live Digital

Course Information

Course Overview

The PwC 2020 survey of CEO's found that of their top concerns for the future, besides addressing the economic uncertainty, is how to develop the skills and capabilities their workforce will need and how to leverage technology to help them become more competitive.

Talent Management has never been as important as it is now. It has always been a concern of CEO's but more so now as companies face such uncertainty. The need to get the right talent with the right mix of skills, knowledge and capabilities can be the difference between success and failure.

This course will outline what you can do to ensure you select, develop and manage the key talent your business requires. It will demonstrate how to develop a Talent management strategy and how to apply various tactics to ensure you attract, develop and retain the employees your business needs. Now is the time to get management and CEO's more directly involved in the talent management process, so HR needs to demystify the process, show the potential financial impact of a good talent management and gain buy-in and commitment from management, to ensure its success.

We will show how HR needs to work closely with management on the Talent agenda by showing the financial impact it has on the business and the critical importance of getting HR and management developing best in class talent management systems.

Who Should Attend

This course is designed primarily for all HR professionals, who want to build on their knowledge of HR, to develop a tactical and strategic approach to Talent Management, showing the potential impact of talent on business success and the critical importance of gaining management buy-in and involvement in managing talent.

Learning Style

This programme will be highly-interactive involving exercises and cases studies directly related to companies the facilitator has worked with. You will be taken step-by-step through the Talent management process and you will have the opportunity, working with colleagues, to start building various elements of a Talent Management programme.

It will give you an opportunity to try various approaches, templates and frameworks, that you can take and use in your company, as well as sharing not only the facilitator's extensive experience but the knowledge and experience of others within the groups.

Added Value

The course expert will provide each participant with two hours online / telephone support to help implement their commitments.

Course Information

On this Course You Will:

- **Understand** how to build a talent management strategy that will support your business through these troubling times
- **Build** the business case for talent management Learn new attraction and retention techniques that have proven successful across many organisations
- **Develop** a talent assessment and management process that is fair, transparent and can successfully identify the people to develop
- **Learn** how to use proven techniques to improve talent management process such as coaching, strength-based assessment and regular 'check ins' by managers
- **Conduct** more targeted talent review/career development discussions, between management employees and HR

Competencies

Many believe that Human Resources should be renamed Talent, as it covers many of the key areas of HR. We will be looking at a whole range of HR competencies, along with some business capabilities that will be crucial to getting your Talent Strategy right. Typical competencies that we will cover will be:

- Workforce planning
- Recruitment, selection and assessment Performance management
- Talent management
- Succession planning/Career development
- Building the business case
- Engagement Learning and development
- Talent analytics
- Retention

Course Requirements and Certificates

Delegates must meet two criteria to be eligible for an Informa Certificate of Completion:

- **Satisfactory attendance** – Delegates must attend all sessions of the course. Delegates who miss more than 1 hour of the course sessions will not be eligible to sit the course assessment
- **Successful completion of the course assessment**

Delegates who do not meet these criteria will receive an Informa Certificate of Attendance. If delegates have not attended all sessions, the Certificate will clearly state the number of hours attended.

Course Schedule

The course will commence at 9:30 and end at 16:30 GST (GMT+4). There will be short refreshment breaks and an hour long lunch break at 12:45.

Meet Your Course Director



Tom Raftery

Tom Raftery has over 35 years' experience in senior HR line and consulting roles, working across a wide range of industries. He works at board level and his areas of expertise are HR strategy and systems, organisation design and strategic workforce planning, compensation & benefits, talent management, leadership development and executive coaching, with the emphasis on improving both business and personal performance.

Tom is an independent consultant. Prior to that he was VP HR for the International Division of Arc International based in Dubai, carried out a divisional manpower review, including key positions and key people and implemented a supporting L&D programme. He also developed a divisional talent management framework, that was adapted by head office for its global workforce. He has worked with a wide range of companies in Europe, Asia, the Middle East and Africa. Some of his projects in the region include; implementing an organizational and workforce review in Oman; implementing policies, performance appraisal and career development in the UAE; a review and enhancement of Saudisation and Omanisation programmes and implemented objectives and KPIs for a leading ports and industrial zone in the UAE. In addition, he has worked for Andersen and Towers Watson, working with board level executives, on a wide range of projects.

Tom has extensive training and facilitation experience. He designs and runs various public and in-house training programmes across the region, on such subjects as HR management, performance management, workforce planning, talent management, employee engagement, setting objectives and KPIs and People analytics.

He is an executive coach and carries out a number of coaching assignments with a range of companies at divisional board level, including: senior executives of a multinational; divisional CEO's and directors of semi government and government entity's; executives at a Global Bank and directors of a global consulting firm.

He has a degree in Industrial Sociology, an MBA from Warwick University and is a member of, and certified trainer for, the CIPD and SHRM. He is also certified in the Hogan assessment tool.

Course Outline

Talent Management Defined

- What is Talent Management
- How Talent Management fits into the HR
- Role of competencies, skills, knowledge and capability
- Talent Management in the age of COVID-19

Talent Challenges

- Global challenges
- Middle East challenges and how to address them
- International Talent Management: Culture & Distance

Developing a Talent Management Strategy

- Focus on business needs
- Identifying key skills/positions
- Differentiating your offering
- Creating an engaging culture/experience
- Integrating with the HR & L&D strategy

Developing the Business Case

- Define potential financial impact
- Build scenarios, define costs and benefits
- Presenting the business case

Workforce Planning

- Defining medium/long-term skills and capabilities
- Understanding internal capabilities
- Filling the gaps

Talent Acquisition

- Successful Sourcing
- Employer branding/Employee value propositions
- onboarding
- Recruiting millennials

Development opportunities

- Lifelong learning
- Role of managers and employee in learning
- Management and Leadership programmes
- High potential/Fast-track programmes

Development opportunities

- Developing a succession planning and career development programme
- Identifying and assessing talent
- Building a talent network
- Managing expectations & transparency
 - Use sound interviewing techniques to gather accurate information, interpret information, and make decisions
 - Plan and conduct interviews for disciplinary and grievance cases

Course Outline

Retention

- Employee experience/engagement
- Communication/employee feedback
- Delivering on the promise

Performance management

- Latest global trends
- Challenges of performance management in the Middle East
- Difference between high potential and high performance
- Outline of different approaches that could be applied
- The power of positive psychology and the move to focusing on strengths

Use of Talent Analytics

- People analytics and its role in HR
- Importance of evidence-based solutions
- Metrics that matter
- How to get talent analytics in place

Action Plans

Based on what you have learnt each participant will define what they will apply when they get back to their workplace.



Talent Management: The Key to Organisational Success

APPLY
NOW

Attend In-Person	Attend Live Digital
US\$ 5,445	US\$ 2,740

Pricing excludes 5% VAT, charged where applicable.

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Our comprehensive range of courses and programmes are tailored to meet the needs of all professionals, from aspiring specialists to seasoned experts. We partner with elite academic organisations and industry leaders with unmatched expertise in their respective fields to deliver an exceptional learning experience.

ABOUT PRICING AND DOCUMENTATION

Pricing excludes 5% VAT, charged where applicable.

Course fees include documentation, luncheon and refreshments for in-person learners. Delegates who attend all sessions and successfully complete the assessment, will receive a Informa Certificate and any applicable partner certificates. A hard copy will be provided to in-person learners and a soft-copy will be provided to virtual learners.

AVOID VISA DELAYS – BOOK NOW

Delegates requiring visas should contact the hotel they wish to stay at directly, as soon as possible.

Visas for non-GCC nationals may take several weeks to process.

REGISTRATION, PAYMENTS AND CANCELLATION

All registrations are subject to our terms and conditions which are available at www.informa-mea.com/terms. Please read them as they include important information. By submitting your registration, you agree to be bound by the terms and conditions in full. All registrations are subject to acceptance by Informa Connect which will be confirmed to you in writing.

A confirmation letter and invoice will be sent upon receipt of your registration. Please note that full payment must be received prior to the course. Only those delegates whose fees have been paid in full will be admitted to the course.

For full cancellation details, please visit <https://informaconnect.com/terms-of-use/>

All cancellations must be sent by email to register-mea@informa.com marked for the attention of Customer Services Cancellation. Due to unforeseen circumstances, Informa Connect reserves the right to cancel the course, change the programme, alter the venue, speaker or topics. For full details, please visit www.informaconnect.com

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