

# HR Development & Talent Management

23<sup>rd</sup> – 27<sup>th</sup> October 2017 at The Capital Hotel 20west Sandton Johannesburg



Improve employee productivity, performance reviews and talent development

## 5 KEY TAKE AWAYS

- Understand the key areas that make up strategic talent management today; apply advanced concepts and tools to maximize and communicate HR's strategic value across your organization.
- How to design an organization-wide talent philosophy and engrain a talent mindset that views talent as assets rather than costs.
- Create and apply best-in-class talent management solutions that align with business strategy, develop leadership pipelines, and create a motivated, engaged workforce that drives business performance and employee retention.
- Explore best practices in strategic staffing for sourcing, attracting, selecting and onboarding "best fit" candidates as well as enhance the organizational and employment brand of the firm.
- Establish a Succession Management strategy and develop mid- to long-range talent plans that ensure a workforce and leadership group capable of implementing the firm's future vision and business goals.

## WHO SHOULD ATTEND

- »» HR Specialists and Mid-level HR professionals looking to develop and enhance their overall HR Development and Talent Management capabilities
- »» Experienced HRD/TM professionals who want to improve the results and impact of their HRD/TM solutions
- »» HRD/TM directors/managers needing a best in class framework to build out strategy and justify investments in broad-spectrum talent management solutions
- »» Subject Matter Experts in Leadership or Organizational Development, Staffing, Performance Management and Engagement seeking new ideas for improved business results
- »» HR Generalists who want to add HRD/TM as a competitive differentiator to their skill set



South Africa Tel: + 27 11 549 5668 | USA Tel: +1 215-240-0803 | Mobile: +27 78 512 0481

Email: [info@oseasonsevents.co.za](mailto:info@oseasonsevents.co.za) | Address: Johannesburg Fourways Broadacres, Corner of Cedar Road, and Fourways Boulevard, Johannesburg, 2191

## Course Timings:

Registration will be at 08:00 on Day One. Course sessions will start promptly at 08:30 and end at 15:30. There will be two short breaks for refreshments and lunch will be served at 12:30 of each day's sessions

## COURSE OVERVIEW

Converging economic, societal, and technological forces have all elevated the importance of talent for 21st century organizations. In an increasingly talent-dependent world, the strategic management of talent is no longer an option, but a necessity. Forward thinking organizations understand the strategic importance of talent and view talent management as a critical organizational capability. CEO's are looking to HR to create and implement talent strategies that not only support but also are strongly integrated into organizational DNA. The training provides participants with a holistic view of strategic talent management - one that is long term and continuous that more fully addresses aspects of Talent Management as part of an overall Human Capital Strategy. It illustrates the concepts and practices organizations can use to transform the talent they have into the business results they desire by leveraging multiple strategic talent management strategies and initiatives. Utilizing a combination of best/next practices, case studies, a synthesis of the latest research, tools, models, and techniques, participants build strategic capabilities to better leverage talent in the enterprise for organizational success.

### Talent is the New Economic Reality

- »»Why Talent Management Matters
- »»Three Critical Talent Conversations for Every Board of Directors
- »»Understanding Corporate Strategy & Goal Impact on HR Deliverables
- »»Aligning HR Strategy with Business Strategy
- »»Driving an Organizational Talent Mindset
- »»Formulating Your Talent Philosophy

### Creating a Strategy-Driven Workforce

- »»Strategy-Driven Workforce Framework
- »»Evolution and Science of Workforce Planning
- »»Strategic Workforce Planning Roadmap
- »»Environmental Scanning, People SWOT and Role Segmentation
- »»Workforce Supply & Demand Forecasting
- »»Gap Analysis, Risk Identification, and Talent Action Plans
- »»Capture Your Learnings

### The Growing Role of Talent Management

- »»The Emerging Integrated Talent Management Function
- »»Talent Management Areas of Responsibility
- »»Key Talent Management Challenges
- »»Components of a World Class Talent Management Strategy
- »»Roadmap for Integrated Talent Management
- »»Creating the Strategic People Agenda

### Strategic Staffing and On boarding

- »»Recruitment Vs Strategic Talent Acquisition
- »»Best Person – Job Fit Analysis Techniques
- »»The Big 4 for Selection
- »»Global Employment Brand Design & Management
- »»Brand as Culture, Culture as Brand
- »»Building the Employee Value Proposition
- »»How Social is Changing Recruitment
- »»Social Recruitment Checklist

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- »»Strategic Onboarding and the 5C's
- »»Capture Your Learnings

## **Competency Design and Management**

- »»Competencies as the Epicenter of Talent Management
- »»Competency Pyramid and Flow Diagram
- »»General Approaches for Developing Competency Models
- »»Steps of Building Out Competency Models
- »»The Importance of Conducting Validation
- »»Integrating Competency Models into Talent Management Plans

## **Targeting Future Leadership Needs**

- »»Developing a Global Talent Review Session
- »»The 9-Box Performance/Potential Matrix
- »»Guidelines for High Potentials
- »»Succession and The Development Planning Lifecycle
- »»Differentiated Succession Development Planning
- »»Creating a Coaching Environment
- »»Coaching for Development by 9-Box Placement
- »»Capture Your Learnings

## **Strategic Retention, Engagement & Analytics**

- »»Top Three Reasons People Leave
- »»All Turnover is Not Created Equal
- »»Retention Vs. Strategic Retention
- »»Stay and Exit Interviews
- »»Stages of Workforce Analytics
- »»Measurement Hierarchy Pyramid
- »»Most Impactful Metrics
- »»Capture Your Learnings

## **High Performance Workforce & Management**

- »»Performance Management Maturity
- »»High Performance Management Roadmap
- »»Manager's Impact on Performance Culture
- »»Creating a Positive Work Environment
- »»WorkStyles Profile for Performance Management

## **Wrap Up and Review**

- »»Call to Action and Quick Hit Gameplan

# Registration Form

PLEASE COMPLETE THIS FORM AND EMAIL BACK TO [INFO@0SEASONSEVENTS.CO.ZA](mailto:INFO@0SEASONSEVENTS.CO.ZA) TO SUCCESSFULLY COMPLETE YOUR BOOKING

Company Name \_\_\_\_\_ Country \_\_\_\_\_

Tel Number: \_\_\_\_\_ Fax: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(This booking is not valid without a signature)

## DELEGATES DETAILS (PLEASE FILL IN USING BLOCK CAPITALS)

### 1st Delegate Details:

Title	Surname	First Name
Job Title	Email (required)	Telephone

### 2nd Delegate Details:

Title	Surname	First Name
Job Title	Email (required)	Telephone

### 3rd Delegate Details:

Title	Surname	First Name
Job Title	Email (required)	Telephone

## AUTHORIZATION

Title	Surname	First Name
Job Title	Email (required)	Telephone

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(This booking is not valid without a signature)

## TERMS AND CONDITIONS

**1. Payment Terms:** On the return of the registration form, full payment is required within 10 working days. Payment must be received prior to the conference date O-Seasons Events reserves the right to refuse entry into the conference should full payment not have been received prior to this date. Cancellation will be charged under the term set out below. **2. Cancellations, No shows & Substitutions:** Cancellations received in writing more than 21 days prior to the event being held carry a 50% cancellation fee. Should cancellations be received between 21 days and the date of the event, the full conference fee is payable and non-refundable. Non-payment or non-attendance does not constitute cancellation. No show will be charged the full registration fee. Cash alternatives will not be offered, however, substitutes at no extra charge are welcome. **3. Alterations to advertised package:** O-Seasons Events reserves the right to alter this programme without notice or penalty and in such situations no refunds or part-refunds or alternative offer will be made. Should O-Seasons Events permanently cancel an event, for any reason whatsoever, the Client shall be provided a credit of the equivalent amount paid towards the cancelled event. In the case of a postponed or cancelled event, O-Seasons Events will not be responsible for covering airfare, accommodation, or other travel cost incurred by Clients. **4. Copyright:** All intellectual property rights in the materials distributed by O-Seasons Events in connection with this event are expressly reserved and any unauthorized duplication, publication or distribution is prohibited.

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**Name of account:** O-Seasons Events (PTY) LTD  
**Registration Number:** 2012/060287/07  
**Bank:** The Standard Bank of SA Ltd  
**Branch code:** 001255  
**Branch Name:** Rivonia  
**Account Number:** 370463854  
**Type of acc:** Business Cheque  
**Swift code:** SBZAZAJJ

## Conference Fees

Please select your options by ticking the boxes below

<input type="checkbox"/>	Conference and Workshop (4 days)	\$ 2,500
<input type="checkbox"/>	Airport Transfer (both ways)	\$ 110
<input type="checkbox"/>	Accommodation Per Night	\$ 110
<input type="checkbox"/>	Optional Tour	\$ 130

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