



Management And Leadership

Talent Management for Managers

Course Introduction

Great talents are hard to find and even harder to retain in a hyper-competitive market. Talented individuals are always in demand. Organizations are increasingly dependent on specialists and experts, and have to compete more strenuously for skilled people. Talent management is an ongoing process that involves identifying, acquiring, developing, and retaining talent for an organization.

Because talent is a valuable and sometimes scarce commodity, talent management is becoming increasingly important. To succeed, organizations attract, develop, and retain talented individuals. When talent is well managed, the success of your department grows, and this, in turn, leads to greater competitiveness for your organization.

This training program is designed for Executives and Managers who are seeking to upscale their understanding of talent management. Participants will go through a journey about how leaders can identify and cultivate employees with the potential to be star performers. They will also understand what attracts employees to an organization, what motivates them to commit and engage to an organization for the long-term, and how can that commitment produce maximized results over the course of their careers.

Target Audience

Managers and leaders in all industries who are responsible for attracting, retaining, and developing talent, focusing on aligning talent strategies with organizational goals to foster employee growth and improve business performance.

Learning Objectives

At the end of the training program, participants will be able to:

- Gain an understanding of how to discover high potential talents in the team or organization.
- Recognize the benefits of developing talented employees in the organization's success.
- Illustrate practices for implementing talent management and development plan
- Identify and utilize techniques for Coaching & Mentoring
- Discover the career derailers of high potentials and how to decrease these derailments
- Develop how to apply talent-fit coaching.
- Maximize motivational coaching techniques in the workplace.

Course Outline

• 02 Day Two

Introduction to Talent Management

- Define talent
- Identify types of talent
- Define skills and knowledge
- Differentiate between talent, skill, and knowledge
- Key concepts related to talent Management

The Need for Talent Management

- Business Environment Challenges
- Talent Management Key Benefits
- Ownership of Talent Management
- Components of Talent Management

• 02 Day Two

How Do I Identify a Talent and a High Potential Employee?

- Who are they?
- High Potential Vs. High Performers
- The criteria of selecting talented and high potential employees
- The benefit of developing talented and high potential employees

Retaining Top Talents: The Big Challenge

- What is a career derailer?
- Examples of Derailment
- Steps for Managers to Decrease Risks for Derailment
- Mismatch between Leadership development Learning & what High Potential Leaders Desire

• 03 Day Three

Talent Management Best Practices and Strategies

- Career-Path Mapping
- Business Simulations
- Maximizing performance appraisals for talented employees
- Project-Based Experiential Learning
- Highly Specialized Development
- Unlimited Access to Self-Paced Learning Tools
- Rich Performance Feedback
- Performance Assessment as a guideline for development
- Regular Exposure to Top Executives
- Networking Opportunities
- Motivating Talented Employees
- Coaching and Mentoring

• 04 Day Four

Diving Deep into Coaching & Mentoring

- A good coach needs to develop excellent communication skills
- Help others to set “clear and distinct” goals
- Help others to create and sustain a positive mental attitude
- Ask more questions, rather than give direct instructions
- Understanding Human Motivation
- Motivating Others to Achieve

• 05 Day Five

Developing Your Talent Management Plan

- Setting your organization/department goals
- Setting criteria for talents and high potential employees
- Creating a clear link between your department's goals, and talent management goals
- Implementing the plan

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 16, 2025	June 20, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
July 7, 2025	July 11, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
Dec. 1, 2025	Dec. 5, 2025	5 days	4950.00 \$	Malaysia - kuala lumpur