



BUILDING A BUSINESS CRITICAL TALENT PLAN



Identify key talent practices for your organization to attract, engage, build, leverage and retain top talent

Duration: 2 days
Groups: 6-12 participants

Overview

This program offers a consultative approach to identifying the key HR metrics to measure the return on investment of your talent strategies. Managers will learn the practical steps they need to take to implement the "Talent Plan".

Who Should Attend

This program is particularly suitable for middle to executive level managers.

Learning Objectives

By the end of this program, participants will be able to:

- Focus on those things that will give the greatest return to the business
- Identify the business goals, economic climate and market factors and understand how they impact on the business and its Talent Requirements.
- Identify the current practices and understand their contribution to business success
- Develop talent metrics and scorecards to measure and drive performance
- Ensure leadership actions support and drive the business critical talent practices
- Establish accountability for employee results within a management team or operating area with talent metrics and managers scorecard.

What Attendees Can Expect

Participants will get hands-on experience with a number of proven talent solutions targeted at building a solid understanding of what it takes to identify and build talent practices. By equipping participants with the tools needed to take action and impact the organization's human capital results, participants are able to implement the actions that will make the greatest impact on their organization's talent practices.

Hands-on Tools and Resources

To help participants build their capabilities and take action with their employees and team, each workshop participant receives a Talent Toolkit®.

The Talent Toolkit® provides hands-on tools and resources to help participants deliver Talent results and drive their organization's performance. This includes:

Human Capital Practices

A set of best practices to impact individual, team and manager performance.

Retention Cards®

A hands-on tool that captures the variables impacting why people join, engage and stay in organizations.

Program Outline

- Define and clarify business goals (long, medium and short-term)
- Identify potential impacts from
 - Environmental factors
 - Market place (what will it take to be successful in our customers' eyes?)
 - Changing work attitudes and availability of skill
- Identify the organization's 'talent' performance using a robust 'Talent Management Framework'
- Determine the most critical 'Talent Initiatives' that will drive bottom-line results
- Define relevant talent 'process' and impact measures that will establish leaders and managerial accountabilities
- Identify leadership actions required to ensure success



Workshop Options

This program is available in two versions:

- GOLD - standard learning materials
- PLATINUM - limited tailoring of components to match the client's own business context, processes and forms.

This program is typically tailored for each client and delivered on an in-house basis. This maximizes the program's relevance for the participants and ensures the best possible return on investment.

Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.

Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at www.pilat.com.

To schedule an exploratory discussion with a member of our team, e-mail info@pilat.com or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

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