

DYNAMICS OF TALENT MANAGEMENT™

Introduction

Talent Management is a broad term that usually includes the formation of policies, strategies and practices that will attract and retain employees.

Attraction would include recruitment, selection employment and the provision of adequate compensation and benefits. Retention would include a conducive work environment and effective leadership and supervision.

Retention would also include learning, growth and the provision of career development opportunities and due recognition for effort and results. This ensures a continuous high level of motivation. Talent itself is often loosely called an aptitude, ability and 'giftedness'. It includes intelligences which are all more inborn or innate.

Talent is a component of personality and can be measured as a naturally recurring and consistent pattern of our thinking, emotional expression and outward behaviour. Thus personality profiling of employees is fundamental.

Talent is not the same as knowledge or skill – which are learned – it is about the style or ease at which people, learn the knowledge & skill and behave naturally.

A persons level of competence for example cannot exceed their talent potential. So accurate assessment of talent potential is essential for competence development.

Learning Objectives

By the end of this program, participants will

- Understand how personality, gender and culture influence thinking, emotional and learning styles.
- Recognize a range of different thinking styles and types related to this program.
- Understand the true nature of talent and its root sources.
- Know how the process of talent management fits into the strategic management of organizations.
- Learn how to attract talent through effective recruitment and selection processes.
- Learn how personality profiling can be an effective method in matching the right talent with the right job and competence potential.
- Be able to recognise a range of policies and strategies essential in developing and retaining a talent pool, including succession planning.
- Be able to assess the main leadership challenges to ensure talent employees are motivated to contribute their full potential.
- Develop a personal development action plan

Workshop Contents

- Influence of Personality, Gender and Culture on Thinking and Learning
- What Talent is – and is not.
- Differentiating Talent from knowledge, skill and competence.
- Types of Talent
- Talent versus Intelligence
- Assessing Talent and Talent Potential
- Use of Personality and Competence profiling to help match talent with job demands.
- The Talent Management Process: Attracting and Retaining Talent
- The Role of Recruitment and Talent Selection
- Talent Management Retention Policies and Strategies including Performance Evaluation and Succession Planning.
- Leadership and Motivation Challenges to identify and nurture talent potential.
- Completing A Personal Development Action Plan

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey, resulting in a detailed personality profile. This will enable participants to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning, relating to this workshop, and to life.

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Building on participant personality profiles, a number of interactive exercises, games and group discussion help them to understand the different thinking skills needed. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes. The workbooks are professionally laid out, appealing to the learner and capturing key learning points and post workshop actions.

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

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