

CREATING A TALENT MANAGEMENT PROGRAM

“Develop strategies to attract, retain, and develop top talent within your organization.”

Schedule

Date	Venue	Fees
16 Jul 2026	Online	USD 450 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

This one-day online course is designed for HR professionals, managers, and organizational leaders who aim to develop and implement a robust talent management program. It covers essential strategies for identifying, recruiting, developing, and retaining top talent to ensure long-term organizational success.

Objectives

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

- Understand the core components of a successful talent management program
- Develop strategies for attracting top talent
- Design training and development programs to enhance employee skills
- Create a robust performance management system
- Implement effective employee retention strategies

Why Attend

- **Improve Talent Acquisition:** Learn effective strategies to attract the best candidates
- **Enhance Employee Development:** Build programs that nurture continuous growth
- **Boost Retention Rates:** Create a workplace that employees want to stay in
- **Increase Organizational Efficiency:** Align talent with business goals for better performance
- **Elevate Leadership Skills:** Develop your ability to manage and develop talent

Target Audience

This program is designed for:

- HR professionals and managers
- Talent acquisition and development teams
- Organizational leaders and executives
- Anyone responsible for creating or managing talent management programs

Individual Benefits

Key competencies that will be developed include:

- Strategic talent acquisition techniques
- Employee development planning
- Performance management and coaching skills
- Leadership and mentoring capabilities
- Retention strategy formulation

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- A clear understanding of the entire talent management lifecycle
- Enhanced ability to align talent strategy with business objectives
- Improved employee engagement and retention rates
- Increased organizational agility and adaptability
- Stronger leadership and coaching frameworks

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- **Case Studies** – Real-world examples of successful talent management programs
- **Interactive Workshops** – Hands-on exercises to design your talent management strategy
- **Discussions & Brainstorming** – Collaborate with peers to solve common challenges
- **Toolkits & Resources** – Practical templates to build your talent management framework
- **Action Planning** – Create an action plan to implement learnings immediately

Course Outline

Training Hours: 9:00 AM – 4:30 PM (Online) **Breaks:** Morning break, lunch, afternoon break

- Introduction to talent management concepts and frameworks
- Recruitment and onboarding best practices
- Employee development programs: training and mentorship
- Designing a performance management system
- Retention strategies and succession planning
- Monitoring and evaluating the success of your talent management program

Certification

Participants will receive a Certificate of Completion in Talent Management, demonstrating their expertise in developing and managing talent within an organization.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

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