

INTEGRATED TALENT MANAGEMENT - LINKING STRATEGY, PEOPLE & RESULTS

“Aligning Talent Strategy with Organizational Goals for Maximum Impact”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

Introduction

In today’s competitive business environment, organizations need to ensure that their talent strategy is fully aligned with business objectives. Integrated Talent Management focuses on connecting workforce planning, recruitment, development, performance, and retention strategies to achieve measurable business results.

This course equips HR professionals, managers, and business leaders with the knowledge and practical skills to implement a cohesive talent management strategy. Participants will learn to link organizational goals with people practices, ensuring that talent is developed, engaged, and retained to drive performance and long-term success.

Objectives

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

- Understand the concept and components of integrated talent management.
- Align talent strategies with organizational goals.
- Develop effective workforce planning, recruitment, and onboarding strategies.
- Implement performance management and development programs linked to business outcomes.
- Measure talent management effectiveness using HR metrics and analytics.
- Enhance employee engagement, retention, and succession planning.

Why Attend

This course is ideal for HR professionals and managers looking to adopt a strategic approach to talent management. Attendees will gain practical tools and frameworks to create an integrated approach that links people, processes, and results, ensuring maximum ROI from human capital.

Target Audience

- HR Managers and Business Partners
- Talent Acquisition and Development Professionals
- Learning & Development Specialists
- Organizational Development and Performance Managers
- Senior Leaders involved in workforce strategy

Individual Benefits

- Gain a holistic understanding of talent management processes.
- Learn to connect talent practices to organizational strategy.
- Build skills in performance management, employee development, and succession planning.
- Enhance your ability to analyze and improve HR initiatives for better results.

Organizational Benefits

- Improved alignment between HR practices and business objectives.
- Stronger employee engagement and retention strategies.
- Data-driven decision-making for workforce planning and talent development.
- Increased productivity, performance, and organizational effectiveness.

Instructional Methodology

- Interactive Lectures and Case Studies
- Hands-On Exercises and Workshops
- Group Discussions and Role-Playing
- HR Metrics and Analytics Application
- Practical Frameworks for Implementation

Course Outline

Module 1: Introduction to Integrated Talent Management

- Definition and importance of integrated talent management
- The link between talent strategy and business results
- Components of a successful talent management system

Module 2: Workforce Planning and Recruitment Strategy

- Strategic workforce planning
- Competency-based recruitment and selection
- Effective onboarding programs

Module 3: Performance Management and Development

- Designing performance management systems
- Linking performance to organizational goals
- Employee development plans and learning strategies

Module 4: Succession Planning and Career Development

- Identifying critical roles and high-potential talent
- Creating succession plans
- Career pathing and employee growth strategies

Module 5: Employee Engagement and Retention

- Measuring engagement and identifying drivers
- Implementing retention strategies
- Creating a positive organizational culture

Module 6: HR Metrics and Analytics

- Using data to measure talent management effectiveness
- Key performance indicators for talent management
- Reporting and communicating insights to leadership

Module 7: Implementing Integrated Talent Management

- Developing an actionable talent management roadmap
- Aligning HR initiatives with organizational strategy
- Case studies and best practices from leading organizations

Module 8: Practical Application and Group Exercise

- Design a talent management plan aligned with business goals
- Present findings and recommendations
- Feedback and Q&A

Certification

Participants who successfully complete the course will receive a Certificate in Integrated Talent Management – Linking Strategy, People & Results, demonstrating their ability to design and implement talent strategies that directly contribute to organizational success.

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.

<p>In-House / Customized Training</p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p>+601116373203</p>	<p>EMAIL:</p> <p>info@mawaevents.net</p>
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