



UNIVERSITY OF
KWAZULU-NATAL™
INYUVESI
YAKWAZULU-NATALI

**EXTENDED
LEARNING**

Building a Talent Management Culture



CONTINUING EDUCATION

OUR WORLD IS CHANGING...SHOULDN'T YOU?

Building a Talent Management Culture

About this programme

This programme focuses on the building blocks an organisation needs to put in place in order to build a sustainable talent management system, aligned to the achievement of the organisation's objectives. Delegates will gain an understanding of the essential role of talent management in their organisation, and leave with a practical plan for what they need to do to either enhance, or implement from scratch, a customised talent management system.

How you will benefit

- Develop an employment brand in order to attract the best talent to the organisation
- Promote the organisation as a preferred employer
- Produce superior recruiting outcomes
- Identify and implement an integrated marketing and communication strategy to build brand awareness

Key focus areas

- Understanding Talent Management, its importance and potential impact
- Talent attraction;
 - the talent context
 - marketing an employee value proposition
 - what talent to search for in an organisation
- Talent selection;
 - systems and media for enhancing and accelerating recruitment outcomes
 - the use of psychometric and competency based assessments
 - linking high potential employees with mission critical roles
- Talent development;
 - ensuring that a talent pipeline is in place
 - making use of accelerated development programmes
 - supporting talent in transition
- Talent engagement;
 - drivers of engagement
 - the role of leadership
 - the role of organisational culture and values
- Talent retention;
 - the role of 'stretch' work in retaining talent
 - performance measurement and management systems
 - competitive and creative reward systems
- Take-home action plan;
 - conducting a self-assessment of my organisation
 - identifying potential obstacles and solutions
 - 'My Plan' to drive Talent Management in my organisation

Who should attend

- HR, learning & development and organisation development professionals across all sectors
- Line managers responsible for driving the people agenda in contributing to the strategic objectives of their organisation

Disclaimer: Due to the extended planning horizon, UEL reserves the right to amend dates and prices at short notice, whilst protecting the consumer rights and interests of prospective delegates. For the most accurate information, please visit our website: www.ukznextendedlearning.com

Facilitators include:



Rob Goldman

Rob has over 25 years' experience working in the Human Resources field in multinational businesses. Until recently he was Group Learning & Development Manager at Illovo Sugar, Africa's largest sugar manufacturer, with a complement of some 36 000 employees, operating fourteen factories in six African countries. In this role he was responsible for leading and supporting the implementation of key group-wide Illovo strategies to build leadership and people capability.



Ann Turner

Ann has a Masters in Industrial Psychology and is a qualified Work Performance Coach. She has over 20 years' experience in industry and consulting, having worked with organisations including SA Sugar Association, Illovo Sugar Ltd, Decorland, MassDiscounters, Nedbank and Telkom. She is a specialist coach, and is qualified to use a wide range of assessment tools in support of individual and organisational development.

Entrance requirements

Matric or relevant work experience

Programme fee

The programme fee will be determined based on the requirements

Duration

Two days

Contact:

Enquiries

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