



## Talent Management Workshop

Talent Management is an investment. Every company wants to have the best and brightest employees, and with Talent Management that can be achieved. The item that usually accounts for the highest cost for a company is its work force. With a company's workforce being the highest cost to it, does it not make sense to invest in it? With Talent Management you are developing a more skilled workforce and attracting a higher caliber of new employee.

We all know that training and retraining costs money and Talent Management can reduce these costs. Recruiting the correct people, and keeping a talented workforce is a priority in today's business environment. Having a talented group of employees has always been a key to success; it will translate into cost savings and higher productivity. Talent Management is the investment that will pay dividends over the course of its use.

### Workshop Objectives:

- Define talent and talent management.
- Understand the benefits of talent management.
- Recognize performance management and ways to review talent.
- Identify employee engagement.
- Create assessments and training programs.
- Learn how to improve employee retention. the parts of a business case

For more information or to reserve your spot in this workshop, please contact:

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## CLASS CONTENT

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Workshop Objectives

### **Module Two: Defining Talent**

What Is Talent Management?

Types of Talent

Skills and Knowledge Defined

Case Study

Module Two: Review Questions

### **Module Three: Understanding Talent Management**

Guidelines

Importance & Benefits

Challenges

Key Elements to Developing a Winning Strategy

Case Study

Module Three: Review Questions

### **Module Four: Performance Management**

Performance Management Defined

Benefits

How to Keep Your Employees Motivated

Case Study

Module Four: Review Questions

### **Module Five: Talent Reviews**

Degree Feedback

Talent Calibration

Maintaining an Effective Workforce

Looking to the Future

Case Study

Module Five: Review Questions

### **Module Six: Succession & Career Planning**

What is Succession Planning?

Developing a Plan

Executing the Plan

Overcoming Roadblocks

Case Study

Module Six: Review Questions

### **Module Seven: Engagement**

Employee Engagement

Generating Engagement

Influences

Case Study

Module Seven: Review Questions

### **Module Eight: Competency Assessments**

Competency Assessment Defined

Implementation

Final Destination

Case Study

Module Eight: Review Questions

### **Module Nine: Coaching, Training & Development**

Setting Goals

Developing Options

Providing Feedback

Wrapping Up

Case Study

Module Nine: Review Questions

### **Module Ten: Dos and Don'ts**

Dos and Don'ts

Tips for Talent Management

Case Study

Module Ten: Review Questions

### **Module Eleven: Employee Retention**

Goals and Motivation

The Expectancy Theory

Object Oriented Theory

Case Study

Module Eleven: Review Questions

## **Module Twelve: Wrapping Up**

Words from the Wise

Lessons Learned