

The **Certified Talent Management Analyst** program, of **Carlton Advanced Management Institute (CAMI)**, done world wide in association with **Middle Earth HR - World's 7th Largest Training Company**.

A global workforce and a need for niche competencies have increased the gap between demand and supply for talent. There is a war for talent today and do you have the right tools to win this war?

The program requires you to manage key talent process effectively - Identify critical talent requirements, pinpoint key talent analytics, build a talent pipeline, use Employee Value proposition planning to ensure you are able to manage high potentials. This workshop will help you build these skills with insights from corporate best practices and productivity tools to become a talent management guru and help your organization become a true talent magnet

Course Overview

MODULE 1: OVERVIEW ON TALENT MANAGEMENT

- Synopsis about changing workforce scenario and the war for talent that is prevalent.
- "Talent Philosophy" and the consequences.
- Reflective questionnaire to make the participants understand the current level of TM in their organizations.
- Explain in brief the evolution of TM
- Understand the need for having a talent mindset and its advantages

MODULE 2: STRATEGY

- Different types of strategy and the link between strategy and HR business drivers
- Test for participants on their understanding of strategy
- Identify core competencies and reviewing the same with a quiz
- Demonstrate the different manpower planning techniques and how they can be applied
- Give a brief on HCRI, EVP and talent objective

MODULE 3: BUY AND BUILD STRATEGY

- Discuss build and buy strategy in detailed along with pros and cons
- Introduce concept of employer branding the steps to improve the same
- Brief on on-boarding with a reflective questionnaire about the aspects of culture, connection, clarification and compliance
- Discuss Talent analytics and succession planning with methods to effectively manage transitions

MODULE 4: COST MANAGEMENT AND ROI

- Outline the tangible and intangible costs in TM and their impact on revenue
- Calculating ROI manually
- Lay out a framework for implementing talent solution and methods for effective TM
- Brief on challenges faced in TM
- Review exercise to test the level of understanding

By attending this Workshop you will learn:

- Define and describe instructional design, various Instructional design theories and models Learner styles and learner analysis through Kolb's & honey Mumford model
- Design competency maps to assess talents and use them in Performance & Competency Management Systems (PCMS).
- Identify critical high potentials and how to groom them
- Learn how to attract, engage & retain talent.
- Understand compensation & rewards in relation to talent management & learn how to strategize them.
- Planning Succession through the organization and developing leadership pipeline and ensure you enhance the human capital readiness of the organization
- Learn to create a team for talent management & understand change management.
- Advanced skills of Negotiation
- Gambits and Tactics of negotiations

Unique Benefits to the participants:

- Get comprehensive, information packed courseware during the program and for back home use.
- Develop the talent management strategy in alignment with organizational values, culture and USP.
- Formulate the leadership pipeline and Identifying key positions in the organization, measure status using talent analytic.
- Design competency maps to assess talents and use them in Performance & Competency Management Systems (PCMS).
- Identify critical high potentials and how to groom them
- Learn how to attract, engage & retain talent.
- Understand compensation & rewards in relation to talent management & learn how to strategize them.
- Planning Succession through the organization and developing leadership pipeline and ensure you enhance the human capital readiness of the organization
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Who Should Attend the Program?

HR Recruiters, Managers, OD practitioners, HR consultants, Trainers & Talent Management professionals

CAMI Certificate

Certificate will be given by Carlton Advanced Management Institute (CAMI), USA

Certification Process With Time Lines

Step 1 : Training – 2 days (9.00 am – 6.00 pm)

Step 2 : Project completion (24 hrs work)

Step 3 : Project Soft Copy Submission (within 60 days from program)

Step 4 : Certification & Evaluation process – 5 weeks after submission of project

The assessment would be done based on step 3 by an internal evaluator. An Extern Evaluator appointed by CAMI would verify

Fees Per Participation

INR. 30000

For Registrations and More Information Contact :

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For Upcoming Events Visit : <http://acelearnquest.com/event.php>