

Mastering Advanced Integrated Talent Management:

Leverage the Capability and Potential of Employees to Achieve Far Reaching Business and Organizational Goals

21 - 22 Oct 2013

The Royale Chulan Kuala Lumpur, Malaysia

Your Expert Trainer



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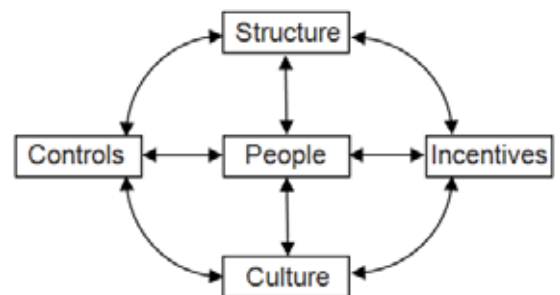
Dr. Anna Tavis has pursued a Global Talent Management, Learning and OD career in business, academia, and consulting. She led Global Talent and Development at Fortune 50 companies: Motorola, Nokia, AiG and United Technologies. In academia, she served on the faculty at Williams College, Fairfield University, and Columbia University. Currently, she is teaching graduate courses in Global Talent Management and Organization Effectiveness at the Department of Leadership and Human Resource Management at NYU.

Statement of Workshop Purpose

- For the business leaders, it is critical to gain the right perspective on talent management strategy and practice.
- For the HR leaders it is imperative to know how to combine all stages of the Employee Life Cycle into the Integrated Talent Management process to achieve desired business results.
- Every HR professional must understand and promote the connection between different functional areas within Talent Management. HR role is to support line managers by creating Talent Management strategy, providing processes and tools and consulting the business on the implementation of these tools in their day to day operations.
- This workshop will help you learn how to create an Integrated Talent Management System for your organization. It will teach you how to guide your business leaders in creating a talent focused business strategy and ultimately, it will help secure the future of your organization.

Key Takeways

- ✓ Own the critical role of HR in creating and integrating the Talent Management Process
- ✓ Get introduced to the foundations of overall Workforce Planning process
- ✓ Closely review and learn how to balance constituent parts of the Talent Management Process: recruitment, on-boarding, goal setting, performance management, development planning and internal and external transitions
- ✓ Learn how to design an effective Succession Management process
- ✓ Be able to apply a variety of talent management assessments
- ✓ Understand the importance of organizational leveling and role complexity to talent strategy
- ✓ Learn the specific roles of managers and senior leaders in talent management processes
- ✓ Learn how to accelerate organization-wide talent management integration



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About Your Trainer

At Motorola, Dr. Tavis led the Organizational Development function for EMEA based in London. She subsequently moved to Helsinki to be the Head of Talent Management for Nokia where she worked extensively in Europe, India, Eurasia and the Middle East.

Upon her return to the United States in 2005, Dr. Tavis led global learning and development at United Technologies Corporation servicing over 215,000 employees in more than 70 countries. In 2007, she moved to New York City to join AIG Global Asset Management Group and was engaged with establishing a robust integrated Talent Management process globally, with the emphasis on Asia.

Dr. Tavis is the Executive Editor of *People and Strategy Journal* and is a Board member of the Human Resource Planning Society. Her collection of edited essays: *Point Counterpoint, New Perspectives on People and Strategy* has just been published by SHRM (Society for Human Resources Management). The Diversity Lecture Series Dr. Tavis launched received a national award from SIFMA (Securities Industry and Financial Markets Association)

Specialties: Integrated Talent Management: Performance Management, Succession Planning, Leadership Development, Talent Acquisition, Assessments, Coaching and Mentoring, OD and Change Management in complex global organizations.

Who Should Attend

- ✓ HR managers tasked to implement a talent management system
- ✓ HR business partners who support the line in implementing the Talent Management Process
- ✓ HR specialists (comp and benefits, HRIS, Learning and Development, Communications and ER) whose process is immediately impacted by the Integrated Talent Management Process
- ✓ HR policy developers and decision makers
- ✓ Line managers who champion their Talent and strive to implement best practice Talent Management Process

Methodology

- **Pre-session work** : Prior to the workshop, attendees are asked to complete a worksheet identifying current talent management practices in the organization
- **In-person workshop** : Instructor led and highly interactive group work
 - a. Instruction, triads, class discussion, pairs discussion, case studies, videos and exercises
 - b. Action-learning will be used to explore, plan and practice the skills participants learn
 - c. Using their organizations as a case study, participants, in discussion with the facilitator and their peers in the workshop, will develop a talent management framework to take back to their organization
 - d. Extensive use of case studies throughout the workshop. Companies to be discussed: Nokia, Motorola, HSBC, P&G
- **Post-session assistance** : Setting up a peer consulting network to help further learning and change management in implementing integrated Talent Management in the participants' organizations

Format

Pre-session work, interactive classroom instruction, cases studies and action learning engagement in the class room and follow-up consulting support upon request

Materials Provided

Reference Binder

- Includes the program deck in notes pages, exercises, worksheets, case studies

Reference Materials

- A selection of recommended Talent Management articles and best practice guides, case studies, additional reference materials

I took Dr. Tavis' Global Talent Management class and Human Resources Management class at NYU's Leadership and Human Capital Management Graduate Program. She is a great teacher, and her classes were two of the best I have ever taken. She is extremely intelligent, and her ideas are always brilliant and innovative. Also, I was so impressed by her deep understanding of other cultures. She truly is a global professional, and I strongly recommend her classes to anyone looking to really understand deeply about these subjects.

Kumiko Nakashima

Fellow at Center on Japanese Economy and Business, Columbia University

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COURSE AGENDA : DAY 01

Learning Landscape:

- ✓ Winning the War for Talent.
- ✓ Global Business Environment 2013 & Talent Economics

Introductions of participants:

- ✓ Your company
- ✓ Your talent issues (pulse survey)
- ✓ Your solutions (the workshop)

Key Themes #1: Integrated Talent Management Strategy

- ✓ Talent/Human Capital Challenges & Opportunities.
- ✓ Connection to Business Strategy.
- ✓ The Business logic of ITM design, objectives

Definitions and Tools:

- ✓ Organizational Models
- ✓ Competency Models
- ✓ Talent Management Planning Tools

Case Studies : Nokia

Creation of an Integrated Talent Framework to enable business growth

Key Themes #2: Our Roadmap to Integrated Talent Management (ITM)

- ✓ Important Milestones in the Employee Life Cycle

Integrated Talent Management (ITM) Definitions

- ✓ Recruitment
- ✓ On-Boarding
- ✓ Retention
- ✓ Performance Management
- ✓ Training and Development

Group Exercises :

- ✓ Practice Designing ITM objectives
- ✓ Analyze your current state of TM
- ✓ Reviewing ITM tools

Day 1 Takeaways:

- ✓ Understanding how ITM works, its constituent parts, familiarity with ITM tools.
- ✓ Practice application of tools.

COURSE AGENDA : DAY 02

Key Themes #3: Mastering the Advanced ITM and Introduction to Workforce Planning and Talent Analytics

Definitions

- ✓ Talent Identification (Talent Assessments)
- ✓ Succession Planning
- ✓ Accelerated Leadership Development

Case Studies : HBR

Winning the War for Talent in the Emerging Markets

Tools and Processes

- ✓ Calibration of Talent
- ✓ Assessment frameworks
- ✓ Surveys
- ✓ Technology Systems
- ✓ Talent Analytics

Case Studies from the Participants:

- ✓ Accessing Your Current Talent Management Strategy/Approach
- ✓ Use of Technology, Metrics

Individual Exercises:

- ✓ Applications of Talent Tools to your organization.
- ✓ Group discussion on what the major cultural challenges will be and how to overcome them.
- ✓ Co-consulting

Key Themes #4: Workforce Planning, Key Job Families and Analytics

Day 2 Takeaways:

- ✓ Understanding of full ITM cycle
- ✓ Practice of creating objectives
- ✓ Implementation and change management support

Small Class-Size:

Due to the interactive format of the programme, the class size will be kept small to ensure facilitator's attention and effective class discussion.

Customisation with Pre-Course Questionnaire (PCQ):

A PCQ will be sent to you upon your registration which will allow you to raise your specific areas of interest. Alan will review and analyze these in advance and address them during the workshops, seeking to fully satisfy your learning needs.

Internal Training:

This programme is available as an internal training.
Email us to find out more at: inhouse@olygen.com

Timetable

0830 – 0900	Registration
0900 – 1030	First Morning Half
1030 – 1045	Morning Break
1045 – 1230	Second Morning Half
1230 – 1330	Lunch
1330 – 1500	First Afternoon Half
1500 – 1515	Afternoon Break
1515 – 1700	Second Afternoon Half