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Program Outlines:

Module 5: Integrated Talent Management

Training Focus: Building an organization's culture, engagement, capability, and capacity through the implementation and integration of talent acquisition, employee development, retention, and deployment processes; and ensuring that these processes are aligned to organizational goals.

1. Key Components of Talent Management Systems
 - a. Workforce Planning and Talent Acquisition Approaches
 - b. Performance Management
 - c. Employee Development
 - d. Succession Planning
 - e. Compensation and Rewards
 - f. Engagement and Retention
2. Workforce Planning and Talent Acquisition Approaches
 - a. Current Capability Assessment
 - b. How to Estimate Future Demand
 - c. Internal vs. External Acquisition
 - d. Workforce Planning vs. Strategic Planning
 - e. Job Analysis and Competency Modeling
3. Career Development Theories and Approaches
 - a. Personal Assessment vs. Market
 - b. Trait-and-Factor: Williamson's Theory
 - c. Personality or Typology Theory
 - d. Career Anchors Theory
 - e. Development Approaches for Key Roles
4. Individual and Organizational Assessment Tools
 - a. Human Resource Audits
 - b. Multi-Rater Feedback
 - c. Personality Type
 - d. Career Profiles
 - e. Leadership Assessments
5. Talent Management Analytics
6. Talent Management Software Solutions

