

Riding the Talent Wave

Conversation-based talent management



Abstract	<p>Organisations typically rate their performance on talent management as poor. The tools seem to be in place, but the system doesn't deliver the required results. It's time for a radical rethink of approaches to talent management and succession planning. Based on David Clutterbuck's seminal book <i>The Talent Wave</i>, this workshop explores how to implement his ideas.</p> <p>By the end of the two days, you will:</p> <ul style="list-style-type: none"> • Understand the limitations of standard approaches to talent management and succession planning; • Be able to shift from linear approaches to more systemic approaches in talent management strategy and implementation; • Have practical tools to engage talented employees and their managers in collaborative career planning; • Be able to make the case for change in talent management strategy. <p>The workshop will assist organisations to implement the SABPP Talent Management Standard and the Professional Practice Standards on Career Management and Succession Planning.</p>
Target audience	This workshop is aimed at senior HR practitioners responsible for talent management. It can be delivered as a public course or in-house workshop.
Facilitator/s	Dr Penny Abbott, <i>MHRP</i> and/or Peter Beck, <i>CHRP</i> and/or Nobantu Mpotulo, <i>ICF Associate Certified Coach</i>
HR Competency addressed	HR Competency Model – Talent Management
National HRM Standards addressed	Talent Management. Professional Practice Standards – Career Management, Succession Planning
Duration	2 Days

DAY 1	
Introduction	Introduction: Your experiences of succession planning and talent management – <i>Story telling and exercises</i>
Session 1	Defining the problem and the opportunity: Why do we need talent management and succession planning? How do we know if they are really working? What measures do we have and what do they really tell us? – <i>Presentation, discussion and exercises</i>
Session 2	Why current approaches don't deliver the desired results – <i>Presentation, discussion and exercises</i>
Session 3	Succession and talent as a complex, adaptive system – <i>Presentation and discussion. Group exercises</i>
DAY 2	
Session 4	The four conversations – <i>Presentation and discussion. Group exercises</i>
Session 5	The role of coaching, mentoring and sponsorship – <i>Presentation and discussion. Group exercises</i>
Session 6	More tools and processes – <i>Presentation and discussion. Group exercises</i>
Session 7	Making it happen: Creating a viable talent management and succession planning strategy. <i>Group exercises.</i>
Conclusion	Summary and conclusion

Each delegate will receive a manual containing copies of the presentation and additional reading.