TALENT MANAGEMENT & STAFF RETENTION

2-Day Training course: An essential guide to attracting, developing, keeping and progressing your most important asset: skilled & passionate staff.

Recruitment of talented staff is a difficult and crucial component of organisational success, not to mention a costly one. Once you have the right people, developing them, challenging them and keeping them becomes a vital investment in your ongoing success.

Our Expert Course Instructor

Adam Le Good has over thirty years’ experience as a Learning and Development professional, working with a wide variety of clients throughout Australia and New Zealand. Combining his knowledge of adult learning principles, group dynamics, learning styles and human behaviour with practical applications of management principles and theory ensures you will not only enjoy your learning experience, but also be able to translate newly acquired skills to the workplace.

20 – 21 February 2020 • Sydney | 19 – 20 March 2020 • Melbourne

Key Learning Objectives

► Understand the two main streams of Talent Management and the rationale for both
► Understand the organisational requirements for an effective Talent Management Program
► Strategies to recruit and hire the right staff in the first place
► Successful interviewing skills
► Developing an effective induction or on-boarding process
► Understand what motivates staff to leave or to stay
► Develop strategies to better retain staff
► Strategies to engage and develop staff
► Strengthening the organisational environment to encourage retention
► Developing an effective succession planning process

REGISTER NOW

This two day course is designed to introduce the concept of Talent Management and guide you through the process. Ensuring your organisation has the right people with the right skills in the right jobs at the right time is essential for organisational success.

Staffing is no longer a ‘set and forget’ activity. Organisations who don’t effectively manage the talent they have are destined to lose the good performers and keep the poor ones. A recipe for failure. Investing in talent management has a powerful and positive impact on productivity and profitability.

Whether your organisation defines Talent Management as a process affecting all staff, or one focussed solely on the high potential staff, this program ensures you develop practical strategies and tools to lower turnover and increase productivity.

Beyond reducing turnover, effective Talent Management speaks of an organisation’s commitment to hire, manage, develop, and retain talented employees, thereby, positioning your organisation as an ‘employer of choice’ and ensuring your appeal to the top talent available for future vacancies.

The workshop will draw on real scenarios from the participant group as well as case studies, practical examples and small group discussion.

WHO WILL BENEFIT?
The program is designed for Human Resource and Learning and Development professionals, or other organisational leaders who are engaged in the Talent Management process.

EXPERT COURSE INSTRUCTOR
Adam Le Good has worked in a range of Human Resources positions for over thirty years. In his current role as a Learning and Development Consultant he has developed and conducted a wide variety of management and personal development programs for a broad cross section of clients throughout Australia and New Zealand since 1995.

He uses practical applications of management principles and theory plus a humorous and theatrical style to ensure that participants enjoy their learning experience, gain practical skills and are able to translate these newly acquired skills back into the workplace.

His passion for and knowledge of adult learning principles, group dynamics, learning styles and human behaviour ensures that the training will appeal to a broad range of participants.

As well as a degree in Psychology, Adam has completed a Certificate IV in Training and Assessment, an Advanced Train the Trainer and a Creative Training Techniques workshop. In addition, he holds a Diploma of Management.

With a background in theatre and a passion for photography, Adam brings a level of creativity into the training room. Combined with his responsiveness to the group’s needs and ability to draw on his wealth of organisational knowledge, participants are ensured of a meaningful and engaging learning experience.

Adam has also been involved in a number of large organisational change implementations for State Government, Academia and the Aged Care/Disability sector giving him a unique insight into the future of organisations.

Adam is an accredited administrator of the Myers-Briggs Type Indicator (Step I and II), the Team Management Systems, the Belbin Team Roles and The DISC Advanced Profile. He is also a member of both the Australian Institute of Training and Development and the Institute for Learning Professionals.
Introduction
• What is Talent Management?
• The importance of Talent Management
• Prerequisites for effective Talent Management

The two streams of Talent Management
• Development of all staff
• Development of high potential staff
• The benefits and pitfalls of each method

The Talent Management process
• Assessing the outcomes of the Strategic Workforce Planning process
• What is the process for attracting new staff?
• What are some of the pitfalls with the recruitment process?
• What is the process for retaining existing staff?
• What is the process for developing existing staff?

Practical activity:
• Using their own organisation or a generic case study, participants will determine the requirement to upskill existing staff and the need to recruit new staff

Talent attraction
• Creating the role
• Organisation branding
• Attracting the right people
• Behavioural interviewing technique

Practical activity:
• Participants will develop a range of behavioural interviewing questions for a new role (based on their current workplace needs or the generic case study

Onboarding
• What are some of the issues with current onboarding processes?
• Developing an effective process

Practical activity:
• Participants will work in groups to develop an effective onboarding process

Staff Retention
• Why do staff leave?
• Assessing the flight risk
• What is the cost of staff turnover?

Developmental strategies for staff retention
• Mentoring/coaching
• Project work

• Staff engagement
• Professional development opportunities
• Effective performance management
• Career development

Practical activity:
• Participants will work in groups to develop a retention strategy for their workplace or the generic case study

Environmental strategies for staff retention
• Working conditions
• Flexible family friendly working arrangements
• Workplace pride
• Recognition
• Corporate social responsibility
• Incentives and perks
• Better leadership

Practical activity:
• Participants will workshop some ways to improve their workplace environment

Succession planning
• Career planning
• Transitioning staff

Personal action plan
• Individuals will develop an action plan to take back to their workplace to make practical and realistic changes to their current talent management practices

WHAT OUR CLIENTS SAY
“Outstanding! Adam is a talented communicator and made a complex and potentially dry subject extremely accessible, intensely stimulating, educative and fun!!! Commendable!!”

“Adam has amazing knowledge and the ability to share and let you understand it. I love listening to Adam. Never a dull moment. Extremely informative.”

“The facilitator was excellent. He was very entertaining yet informative and highly intelligent. The content of the workshop was relevant both to the workplace and life generally.”

Book online
Book over the phone
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Book via email
training@informa.com.au

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Informa Corporate Learning – On-site & Customised Training

Informa Corporate Learning has a long-standing track record of delivering very successful customised learning solutions achieving real and measurable value for our clients through our senior training consultants.

If you have 8+ interested people, an on-site course can be the ideal solution – giving you the opportunity to customise our course content to your specific training needs, as well as attracting significant savings compared to public course costs.

Why Choose On-site With Informa Corporate Learning?

1. Custom design – Together, we will identify the best blended learning solution for your culture, your people and your training objectives.

2. Quality assured – We design market-leading training programs, concepts and methodologies, with a 400+ course portfolio. Our rigorously selected 900+ instructor faculty are recognised experts in their field. Quality of their content and delivery methods is assured through continuous monitoring and evolution.

3. On-site training is a cost effective way to train your people and achieve your defined outcomes.

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Speak with Anton Long or Holly Baldwin on +61 (02) 9080 4455 to discuss your customised learning solution, or email training@informa.com.au