



UNIVERSITY OF
KWAZULU-NATAL™
INYUVESI
YAKWAZULU-NATALI

**EXTENDED
LEARNING**



Building a Talent Management Culture



4th-5th August 2015

OUR WORLD IS CHANGING... SHOULDN'T YOU?

Building a Talent Management Culture

PROGRAMME OVERVIEW & OBJECTIVES

The Programme focuses on the building blocks an organisation needs to put in place in order to build a sustainable Talent Management system, aligned to the achievement of the organisation's objectives. Delegates will gain an understanding of the essential role of Talent Management in their organisation, and leave with a practical plan for what they need to do to either enhance, or implement from scratch, a customised Talent Management system.

Jessie Grant, Group Talent Manager at Illovo Sugar, will be giving input on the second day of the workshop. She will make reference to her experience at Illovo in terms of implementing a Talent Management system

How you will benefit. You will learn to:

- Develop an employment brand in order to attract the best talent to the organisation
- Promote the organisation as a preferred employer
- Produce superior recruiting outcomes
- Identify and implement an integrated marketing and communication strategy to build brand awareness

Key focus areas:

- Understanding Talent Management, its importance and potential impact
- Talent attraction;
 - the talent context
 - marketing an employee value proposition
 - What talent to search for in an organisation?
- Talent selection;
 - systems and media for enhancing and accelerating recruitment outcomes
 - the use of psychometric and competency based assessments
 - linking high potential employees with mission critical roles
- Talent development ;
 - ensuring that a talent pipeline is in place
 - making use of accelerated development programmes
 - supporting talent in transition
- Talent engagement;
 - drivers of engagement
 - the role of leadership
 - the role of organisational culture and values
- Talent retention;
 - the role of 'stretch' work in retaining talent
 - performance measurement and management systems
 - competitive and creative reward systems
- Take-home action plan;
 - conducting a self-assessment of my organisation
 - identifying potential obstacles and solutions
 - 'My Plan' to drive Talent Management in my organisation

Who should attend:

- HR, Learning & Development and Organisation Development professionals across all sectors
- Line managers responsible for driving the people agenda in contributing to the strategic objectives of their organisation

Facilitators include:



Rob Goldman has over 25 years' experience working in the Human Resources field in multinational businesses. Prior to starting his career, he qualified to post-graduate level in HR at UCT and more recently acquired a Masters in Social Science at UKZN. He is currently Group Learning & Development Manager at Illovo Sugar, Africa's largest sugar manufacturer, with a complement of some 36 000 employees,

operating fourteen factories in six African countries. He is responsible for leading and supporting the implementation of key group-wide Illovo strategies to build people capability and organisational alignment. This role also encompasses giving support to the implementation of Illovo's Talent Management system.



Ann Turner has a Masters in Industrial Psychology and is a qualified Work Performance Coach. She has over 20 years experience in industry and consulting, having worked with organisations including SA Sugar Association, Illovo Sugar Ltd, Decorland, MassDiscounters, Nedbank and Telkom. She is a specialist coach, and is qualified to use a wide range of assessment tools in support of individual and organisational development.

Entrance requirements:

Matric or relevant work experience

NQF level:

Estimated at NQF level 5 on the National Qualifications Framework (NQF)

Programme fee:

The course fee of R7 250 (incl. VAT) covers tuition, instruction material, and refreshments (IPM members qualify for a 30% discount)

Duration:

Two days (08:00 – 16:00)

Contact:

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