

STRATEGIES TO WIN THE TALENT WAR

Overview

Talent development is one of the key strategic priorities of leaders who are committed to execution, collaboration and high performance. The challenge of going about it, however, can seem daunting. Finding and developing great talent is perhaps one of the most critical yet elusive exercises a leader can embark on. That is, without a powerful and unique way to do it.

Pioneered by renowned author and speaker Phil Harkins, the **Power of Four™** methodology centers around the belief that the best organizations in the world are driven by top talent. In this dynamic two-day experience, you will be introduced to this ground-breaking methodology, making it possible for you to redefine how talent is seen and recognized in your company.

Who Should Attend

HR practitioners and leaders, and those involved in attracting and retaining top talent

Benefits & outcomes

- How to assess your organization's talent needs based on a new definition of top talent
- How to explore and assess your organization's employment brand and become an employer of choice
- How to identify passionate champions and other top talent as you interview new candidates
- How to assess and develop existing talent in your organization
- How to develop retention strategies through performance management and career development

- How to determine how talent acquisition and retention fit together with talent development and succession planning systems

Program Curriculum

Module 1: Linkage's Talent Management System Paradigm

- Case Study: The Organization's Business Challenges
- Future Talent Requirement Analysis
- Nine Factor Analysis
- Case Study: Nine Factor Analysis
- Talent Management Summary

Module 2: Talent Acquisition

- Talent acquisition process
- Make talent acquisition a top priority
- Identify and select the right people
- What leadership strength is needed?
- Case Study: Recruiting and hiring strategy
- Building a talent acquisition capability
- Best practices in talent sourcing
- Recent hire analysis
- Recruiting paradigms
- Talent acquisition best practices
- My talent acquisition best practices
- Staffing play book
- Recruiting incentives: Six satisfiers
- Employment brand
- Employer of choice vs. employer by chance

- Building an image as and employer of choice: organizational assessment
- Recruiting = Sales
- Recruiting incentives in your organization: generational strategies
- Interview models
- Profiling top performers
- Organizational recruiting metrics
- Power of 4
- On-boarding and assimilation
- Storytelling and key events

Module 3: Talent Development

- Five strategic questions
- The multiple hats of the manager
- Where leaders spend their time
- Case Study: Identifying required outputs
- Identification of required competencies
- Case Study: Critical competencies
- Creating a job model using the 4-box process
- Current capability analysis
- Mentoring
- Executive coaching
- Measurement and evaluation
- Characteristics of measures
- Pre- and post-assessment instruments
- Pilot vs. control group study
- Action learning team results
- Improvement on critical internal business issue
- Hard and soft data
- Your development initiatives

Module 4: Talent Retention

- Talent retention
- Turnover analysis
- The Turnover Impact Survey
- The Turnover Trend Analysis
- Retention: Organizational analysis
- Company Cultures
- Denison's Culture Profile: A model of high performance
- What is your engagement strategy?
- Tying retention to your business
- Retention and the six satisfiers
- Retention special cases

Module 5: Talent Placement

- What is talent placement?
- Common barriers to effective talent placement
- Key success factors for talent placement
- Succession, progression, and development (SPD™)
- Scaling your talent placement plan

Module 6: Integration

- Strategic HR components in alignment
- Understanding alignment of your HR system
- How aligned are your HR components with talent management?
- Identifying and removing obstacles to alignment
- Understanding alignment of your HR components

Module 7: Wrap-Up

- The Linkage Talent Management Diamond™
- Learning lab

Linkage Training Programs are approved by the following organizations

