

STRATEGIC TALENT MANAGEMENT



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TRAINING CENTER



Introduction

Great organizations grow their people as carefully as they grow their products. The Strategic Talent Management Training Course from Gentex Training Center shows HR professionals and leaders how to do this well. Participants learn to identify critical roles, spot high-potential employees, and build clear development paths. Furthermore, they explore succession planning, internal mobility, and retention strategies. The course also introduces talent analytics, so decisions rest on facts instead of opinions. As a result, participants can build a talent pipeline that supports long-term business goals. Each day combines proven frameworks with practical exercises. In addition, participants design a talent management plan they can use at work.

Strategic Talent Management Course Objectives

- Align talent strategy with business goals using the talent management lifecycle and strategic workforce planning across all business units.
- Identify critical and pivotal roles through role criticality analysis and talent risk mapping across departments.
- Segment the workforce and assess performance and potential with the 9-box grid and calibration sessions.
- Measure learning agility and leadership potential using competency models and structured assessment tools.
- Build individual development plans (IDPs) using the 70-20-10 model, mentoring, and the GROW coaching model.
- Design succession plans and leadership pipelines that prepare ready-now and ready-later successors for key positions.
- Create internal mobility and career lattice programs that keep skilled employees growing and engaged.
- Predict flight risk and reduce turnover with stay interviews, engagement surveys, and eNPS.

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- Link recognition, rewards, and total rewards strategy to talent priorities and retention goals.
- Track talent results with HR analytics, bench strength, retention rates, and the HR scorecard for senior leaders.

Course Methodology

- Interactive lectures explain talent management models and best practices.
- Case studies from leading organizations show how strong talent programs work.
- Group workshops help participants build talent maps, IDPs, and succession charts.
- Coaching role-plays strengthen development and stay-interview conversations.
- Talent review simulations teach fair calibration and decision-making.
- Ready-to-use templates support immediate application at work.
- Action planning sessions turn learning into a personal talent roadmap.

Who Should Take This Course

- HR managers and talent management specialists who design talent programs
- Learning and development and organizational development professionals
- HR business partners who support senior leaders and department heads
- Line managers who develop and retain high-potential team members
- Senior executives who own succession and leadership pipelines
- Career development and performance management coordinators
- Consultants who advise organizations on talent strategy and workforce development

Strategic Talent Management Course Outlines





Day 1: Talent Management Strategy and Frameworks

- Talent management lifecycle and maturity models
- Linking talent strategy to business strategy
- Strategic workforce planning and skills forecasting
- Employee value proposition and talent brand
- Roles of HR, leaders, and employees in talent management
- Talent governance and talent council setup
- Workshop: assessing organizational talent maturity

Day 2: Critical Roles, Talent Segmentation, and Assessment

- Critical and pivotal role analysis
- Talent segmentation and workforce differentiation
- The 9-box grid: performance and potential
- Learning agility and leadership potential models
- Assessment tools: psychometrics, 360-degree feedback, and assessment centers
- Talent review meetings and calibration sessions
- Talent risk mapping and bench strength analysis

Day 3: Talent Development and Career Growth

- Skills gap analysis and competency frameworks
- Building individual development plans (IDPs) with employees
- The 70-20-10 development model
- Mentoring, coaching, and the GROW model

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- Stretch assignments and job rotation
- Internal mobility and career lattice design
- Measuring development impact with the Kirkpatrick model

Day 4: Succession Planning and Retention

- Succession planning process and readiness levels
- Leadership pipeline models and leadership bench
- Emergency and long-term succession plans
- Flight risk analysis and turnover drivers
- Stay interviews and exit interview insights
- Engagement surveys and eNPS action planning
- Recognition, rewards, and retention strategies

Day 5: Talent Analytics and Implementation

- Key talent metrics: retention, promotion rate, and bench strength
- HR scorecards and dashboards in Excel and Power BI
- Predictive analytics for attrition and talent risks
- Building the business case for talent programs
- Change management with ADKAR for talent initiatives
- Talent management roadmap and implementation plan
- Action plan presentations and expert feedback





Conclusion

By successfully completing the Strategic Talent Management Training Course, participants will gain a clear understanding of how to build and manage a talent strategy. They will also acquire practical knowledge of talent assessment, development planning, succession, and retention. Furthermore, they will know how to use talent analytics to guide decisions. As a result, participants can build a strong, engaged pipeline of future leaders and keep key talent. Gentex Training Center delivers this knowledge through practical, expert-led learning.

FAQs

Q1 What is the "Strategic Talent Management" course about?

The course teaches how to manage talent from assessment to succession. Participants study critical roles, talent segmentation, development planning, succession, and retention. Furthermore, they learn to align talent programs with business strategy, so the organization keeps the skills it needs for future growth.

Q2 What are the key benefits of the "Strategic Talent Management" course?

The course helps organizations grow future leaders and keep their best people. It also gives HR teams a clear, fair process for assessing talent. As a result, participants can reduce critical role vacancies, improve retention, and increase employee engagement with clear data.



Q3 What skills will I gain from the "Strategic Talent Management" course?

Participants gain four core skills: strategic talent planning, talent assessment and development, succession and retention management, and talent analytics. In addition, they practice each skill through workshops and talent review simulations, so they can apply it directly in their organizations.

Q4 What tools, methods, or standards are covered in the "Strategic Talent Management" course?

The course covers the talent management lifecycle, 9-box grid, learning agility models, and 360-degree feedback. It also includes individual development plans, the 70-20-10 model, the GROW coaching model, stay interviews, eNPS, and HR dashboards built in Excel or Power BI.

Q5 How is the "Strategic Talent Management" course applied in real-world practice?

HR teams use talent reviews to identify successors, development plans to close skills gaps, and stay interviews to prevent turnover. Furthermore, they use talent dashboards to track retention and bench strength, so leaders can fill critical roles before vacancies affect business results.