

TALENT MANAGEMENT STRATEGIES FOR ACHIEVING HIGH PERFORMANCE



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TRAINING CENTER



Introduction

Talent Management Strategies for Achieving High Performance Training Course equips professionals with a complete framework for attracting, developing, and retaining the people who drive organizational success. Furthermore, it explores how talent acquisition, engagement, and performance management work together to build a high-performing workforce. Participants learn to design talent strategies that align with business goals, using proven tools such as workforce planning models, competency frameworks, and engagement surveys. As a result, attendees gain the ability to turn talent management from an administrative function into a strategic driver of results. This Training Course also covers how to measure talent impact and adjust strategies as organizational needs evolve.

Talent Management Strategies for Achieving High Performance Course Objectives

- Define the components of an integrated talent management strategy
- Apply workforce planning models to forecast talent needs
- Use competency frameworks to guide hiring and development
- Design employee engagement strategies backed by survey data
- Build performance management systems linked to business goals
- Apply the 9-box grid for talent segmentation
- Create retention strategies for high-value employees
- Align talent strategy with organizational culture and values
- Use talent analytics to guide strategic decisions
- Measure the ROI of talent management initiatives

Course Methodology

- Interactive lectures paired with real-world case studies



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- Practical workshops on workforce planning and competency mapping
- Group exercises using talent segmentation tools
- Data-driven discussions on talent analytics
- Role-play scenarios for engagement and retention planning
- Peer review of draft talent strategies

Who Should Take This Course

- HR directors and talent management professionals
- Senior executives shaping workforce strategy
- Organizational development specialists
- Department heads managing high-performing teams
- Business leaders focused on long-term workforce planning

Talent Management Strategies for Achieving High Performance Course Outlines

Day 1: Building the Talent Management Foundation

- Defining integrated talent management strategy
- Linking talent strategy to business objectives
- Reviewing workforce planning models
- Understanding the talent management lifecycle
- Identifying critical skills and roles
- Assessing current talent management maturity
- Setting strategic talent priorities





Day 2: Attracting and Selecting Talent

- Applying competency frameworks to hiring decisions
- Designing structured interview processes
- Using employer branding to attract top talent
- Building realistic job previews
- Reducing bias in candidate selection
- Forecasting talent needs using workforce planning
- Aligning recruitment with long-term strategy

Day 3: Engaging and Developing Talent

- Designing employee engagement strategies
- Interpreting engagement survey data
- Building development plans linked to career pathing
- Applying the 9-box grid for talent segmentation
- Creating learning pathways for skill growth
- Supporting high-potential employee development
- Strengthening manager capability to develop talent

Day 4: Managing Performance for High Results

- Building performance management systems linked to strategy
- Setting clear, measurable performance expectations
- Using regular feedback to drive performance
- Applying calibration to ensure rating consistency
- Addressing underperformance constructively

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- Recognizing and rewarding high performance
- Connecting performance data to talent decisions

Day 5: Sustaining a High-Performance Talent Strategy

- Designing retention strategies for high-value employees
- Using talent analytics to guide strategic decisions
- Measuring the ROI of talent management initiatives
- Aligning talent strategy with organizational culture
- Reviewing and refreshing talent strategy regularly
- Building leadership commitment to talent priorities
- Embedding a high-performance talent mindset

Conclusion

By successfully completing Talent Management Strategies for Achieving High Performance, participants will gain a comprehensive understanding of how to attract, develop, and retain talent that drives business results. In addition, they will have acquired practical skills in workforce planning, talent segmentation, and performance management design. This Training Course, delivered by Gentex Training Center, prepares professionals to build talent strategies that consistently support high organizational performance.

FAQs

Q1 What is the "Talent Management Strategies for Achieving High Performance" course about?



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This course covers how to build an integrated talent strategy that connects recruitment, engagement, and performance management. It focuses on aligning talent decisions with broader business goals to drive results.

Q2 What are the key benefits of the "Talent Management Strategies for Achieving High Performance" course?

Participants learn to reduce turnover, strengthen engagement, and improve performance outcomes across their organizations. Furthermore, they gain a strategic approach that connects talent decisions directly to business results.

Q3 What skills will I gain from the "Talent Management Strategies for Achieving High Performance" course?

You will develop skills in workforce planning, competency mapping, talent segmentation, and performance system design. These skills allow you to manage talent strategically rather than reactively.

Q4 What tools, methods, or standards are covered in the "Talent Management Strategies for Achieving High Performance" course?

The course covers workforce planning models, competency frameworks, the 9-box grid, engagement surveys, and talent analytics. These tools support evidence-based, strategic talent decisions.





Q5 How is the "Talent Management Strategies for Achieving High Performance" course applied in real-world practice?

Graduates apply these methods by building workforce plans, segmenting talent pools, and tracking performance against strategic goals. As a result, organizations build a workforce capable of sustaining high performance over time.