

TALENT MANAGEMENT STRATEGIES FOR DRIVING SUSTAINABLE ORGANIZATIONAL PERFORMANCE



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Introduction

The Talent Management Strategies for Driving Sustainable Organizational Performance Training Course prepares HR professionals to build talent systems that fuel long-term business results. Sustainable performance depends on attracting the right people, developing their potential, and retaining top contributors over time. This course explores talent acquisition, succession planning, career development, and performance management frameworks used by high-performing organizations. Participants also examine how talent analytics and workforce segmentation support smarter talent decisions. Furthermore, the course addresses how talent strategies must adapt to changing business needs and market conditions. As a result, learners gain the confidence to design talent management systems that support sustainable growth. By the end, participants will apply proven talent strategies within their own organizations.

Talent Management Strategies for Driving Sustainable Organizational Performance Course Objectives

- Apply the 9-box grid to assess talent performance and potential
- Design succession planning strategies for critical organizational roles
- Build career development pathways that support employee retention
- Use talent segmentation to prioritize investment in key roles
- Apply competency frameworks to guide talent development decisions
- Design performance management processes linked to talent strategy
- Use people analytics to identify high-potential employees
- Build employer branding strategies that attract quality talent
- Apply workforce planning tools to align talent with business needs
- Present a talent management strategy roadmap to leadership



Course Methodology

- Interactive lectures covering talent management theory and frameworks
- Case study analysis of organizations with sustainable talent strategies
- Hands-on workshops applying the 9-box grid and competency frameworks
- Group exercises building succession plans and career pathways
- Practical templates for talent segmentation and workforce planning
- Peer feedback sessions on talent management strategy roadmaps

Who Should Take This Course

- Talent management and organizational development professionals
- HR directors and heads of talent acquisition
- HR business partners supporting workforce planning
- Learning and development managers
- Succession planning and career development specialists
- Consultants advising on talent management strategy

Talent Management Strategies for Driving Sustainable Organizational Performance Course Outlines

Day 1: Foundations of Talent Management

- Define talent management and its link to sustainable performance
- Explore the talent management lifecycle from attraction to retention
- Introduce competency frameworks for talent development
- Identify talent risks affecting organizational sustainability

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- Review trends shaping talent management practices globally
- Assess current talent management practices within organizations
- Examine case studies of sustainable talent strategy success

Day 2: Talent Assessment and Segmentation

- Apply the 9-box grid to assess performance and potential
- Use talent segmentation to prioritize development investment
- Identify high-potential employees using people analytics
- Assess talent gaps against future business requirements
- Build talent profiles to guide development planning
- Align talent assessment criteria with organizational values
- Review case studies of effective talent segmentation models

Day 3: Succession Planning and Career Development

- Design succession planning strategies for critical roles
- Build career development pathways that support retention
- Apply mentoring and coaching models to talent growth
- Identify successors for key leadership and technical roles
- Create individual development plans for high-potential employees
- Align career pathways with organizational growth opportunities
- Evaluate the effectiveness of succession planning programs

Day 4: Performance Management and Talent Analytics

- Design performance management processes linked to talent strategy
- Use people analytics to track talent management outcomes



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- Apply predictive analytics to anticipate turnover risks
- Build dashboards to monitor talent pipeline health
- Align performance metrics with long-term talent goals
- Interpret talent data to guide strategic workforce decisions
- Review case studies of data-driven talent management

Day 5: Employer Branding and Sustainable Talent Strategy

- Build employer branding strategies that attract quality talent
- Apply workforce planning tools to align talent with business needs
- Design retention strategies that reduce voluntary turnover
- Integrate diversity and inclusion into talent management strategy
- Align talent strategy with long-term organizational sustainability goals
- Present a talent management strategy roadmap to leadership
- Summarize key takeaways and next steps

Conclusion

By successfully completing the Talent Management Strategies for Driving Sustainable Organizational Performance, participants will gain practical knowledge of talent assessment, succession planning, and career development frameworks. They will also acquire the skills to use talent analytics and employer branding to strengthen retention and performance. Furthermore, participants will understand how to align talent strategy with long-term business sustainability. Gentex Training Center's Talent Management Strategies for Driving Sustainable Organizational Performance Training Course prepares HR professionals to build talent systems that drive lasting organizational success.





FAQs

Q1 What is the "Talent Management Strategies for Driving Sustainable Organizational Performance" course about?

This course explains how HR professionals build talent systems that support long-term business results through assessment, succession planning, and career development. It focuses on practical frameworks that align talent decisions with sustainable organizational growth.

Q2 What are the key benefits of the "Talent Management Strategies for Driving Sustainable Organizational Performance" course?

Participants gain the ability to identify high-potential employees, design effective succession plans, and reduce turnover through stronger retention strategies. The course also strengthens skills in using talent analytics to guide strategic workforce decisions.

Q3 What skills will I gain from the "Talent Management Strategies for Driving Sustainable Organizational Performance" course?

Learners develop skills in talent assessment and segmentation, succession planning, career development design, and talent analytics interpretation. These four core skills allow HR professionals to build talent systems that support sustainable organizational performance.



Q4 What tools, methods, or standards are covered in the "Talent Management Strategies for Driving Sustainable Organizational Performance" course?

The course covers the 9-box grid, competency frameworks, talent segmentation models, and predictive analytics tools. Participants also explore succession planning templates and employer branding strategies used in sustainable talent management practice.

Q5 How is the "Talent Management Strategies for Driving Sustainable Organizational Performance" course applied in real-world practice?

Participants apply course concepts by building succession plans, mapping talent using the 9-box grid, and designing career development pathways. These exercises prepare learners to manage real talent pipelines and present strategy roadmaps within their organizations.