

Rhema Performance Management Courses

Course Title: Talent Management Skills

Duration: One Day

Course Objectives:

As a result of this course you will be able to:

- Understand the importance of your talent development role
- Assess your own talent development capabilities and skills for self-improvement
- Identify the talent development needs of your people
- Use a coaching process effectively to coach people for personal development
- Use talent development tools, techniques and resources with your people to better understand their personal development needs and to address them

Course Content:

- What do we mean by talent development?
- Different approaches taken by organisations to talent development
- Your role as a talent developer
- What kind of talent developer are you?
- Identifying the development needs of your team members
- The need for a coaching process; the key skills of coaching
- Building a positive coach/coachee relationship
- Agreeing talent development needs with each individual; constructing a personal development plan
- Using “best practice” talent development solutions to meet each need; the use of blended solutions
- Tools, techniques and resources for use in coaching for personal development; how to use each one