

## Identify and develop talents and potential and manage the process



CG-33 2 Days (14 Hours)



## Description

Talent management in HR aims to ensure the sustainability of the effectiveness of employees in the company by allowing them to find themselves in the situation where they perform best. You will learn the different approaches to objectively assess potential and how to orchestrate their development and retention.

## Who is this training for ?

### For whom

HRD, RRH, Employment, Mobility, Careers managers, GPEC managers, managers.

### Prerequisites

Knowledge of the basics of HRM.

## Training objectives

- Identify the issues and new practices around the development of talents and potential Provide a method and tools to objectify your decisions Prepare the next generation and ensure the growth and sustainability of the company

## Training program

### Identifier les enjeux stratégiques de la fonction

- Know how to anticipate strategic changes.
- Orient HR management towards strategic skills management.
- Position the HR function as a business partner.

### Distinguer les concepts associés aux notions d'évaluation et de potentiel

- Distinguish the concepts of resources, people and key skills, performance and potential.
- Know the different current practices in terms of identifying potential and talents.
- Practical work Sharing experience and debate on the advantages and disadvantages of different practices.

### Savoir identifier les ressources stratégiques

- Build benchmarks and adapt them based on skills.
- Create a grid for identifying potential, high potential and talent.

### Organiser le processus : gestion transverse et communication

- Choose the internal communication and mobilization strategy.
- Involve managers in the HR development process.
- Practical work From strategic elements of a company, participants will identify the key resources.

### Animer le processus : conduire la revue de potentiel

- Prepare the animation: who leads, what documents?
- Learn how to conduct a potential review.
- Identify the specific interview methods.

### Développer les hauts potentiels et attirer les talents

- Know the specificities of these profiles.
- Distinguish potential from high potential and talent.
- Build individualized career paths.
- Propose managerial follow-up and training plan.
- Capitalize and transfer knowledge.
- Practical work Participants will determine the stages, tools, actors, methods and calendar of a review of potential.

### Fidéliser les potentiels et les talents

- Give visibility and perspective.
- Choose appropriate remuneration systems.
- Identify the motivations of young people at work.
- Promote diversity, non-discrimination, intergenerational management.
- Practical work Based on a given profile, participants will design ideal career paths.