

Talent Management Course Details

Department: Human Resources Management

Presented by Magna Skills Development Institute

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CORPORATE TRAINING
Agency

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Course Summary

Magna Skills presents the **Talent Management** course, designed to equip HR professionals and managers with the skills needed to attract, retain, and develop top talent within their organizations. This course covers the complete talent management lifecycle, including recruitment, onboarding, development, performance management, and succession planning, to ensure organizations maintain a competitive and dynamic workforce.

Course Objectives

Upon completion of this course, participants will:

1. Understand the fundamentals of talent management and its strategic role in organizational success.
2. Develop effective recruitment and selection processes to attract high-quality talent.
3. Master techniques for onboarding and employee engagement to increase retention.
4. Learn strategies for performance management, employee development, and career planning.
5. Build and implement succession planning for organizational stability and future growth.

Course Outline

Module 1: Introduction to Talent Management

- Defining talent management and its importance in modern organizations.
- Key elements of an effective talent management strategy.
- Aligning talent management with organizational goals.

Module 2: Talent Acquisition and Recruitment Strategies

- Designing recruitment strategies to attract high-potential employees.
- Best practices for talent sourcing, including digital platforms and networking.
- Interviewing, selecting, and evaluating candidates effectively.

Module 3: Onboarding and Employee Engagement

- Importance of a structured onboarding process.
- Engagement strategies to increase job satisfaction and productivity.
- Tools for measuring and enhancing employee engagement levels.

Module 4: Performance Management and Appraisal

- Developing an effective performance management system.
- Setting objectives, KPIs, and conducting performance reviews.
- Giving constructive feedback and recognizing achievements.

Module 5: Employee Development and Training

- Identifying skill gaps and creating development plans.
- Designing impactful training and development programs.
- Measuring the ROI of training initiatives.

Module 6: Career Planning and Progression

- Assisting employees in defining career paths and goals.
- Providing opportunities for growth and promotion within the organization.
- Supporting lateral moves and career transitions.

Module 7: Succession Planning and Leadership Development

- Identifying high-potential employees and future leaders.
- Designing and implementing a succession plan.
- Leadership training and mentorship programs for key roles.

Module 8: Retention Strategies and Talent Retention Metrics

- Understanding factors influencing employee retention.
- Developing a culture of recognition and reward.
- Using metrics to assess retention rates and causes of turnover.

Module 9: Managing Talent During Organizational Change

- Addressing talent needs during periods of change or restructuring.
- Engaging and retaining key employees during transitions.
- Communicating effectively to manage uncertainty and build trust.

Module 10: Case Studies and Practical Applications

- Real-world examples of successful talent management strategies.
 - Application of course concepts through role-plays and scenarios.
 - Group discussions on best practices and common challenges in talent management.
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The **Talent Management** course by Magna Skills provides participants with a comprehensive framework to identify, nurture, and retain top talent, ensuring that organizations can adapt and thrive in today's dynamic workforce environment. Through this course, participants gain practical insights, strategies, and tools essential for managing talent in various organizational contexts.



Company Overview

Who We Are: Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

Our Mission: To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

Our Vision: To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.

- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

Why Choose Magna Skills?

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

Request for Training Form

Complete the form and share with Magna Skills Support Team on email info@magnaskills.com or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[____] Face to Face [____]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.