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UNDERSTANDING TALENT MANAGEMENT

Why Talent Management is Important and How to Begin

Understanding Talent Management introduces you to the idea that talent matters and, as a leader and manager of talent, what you can do to set the stage for getting the very best from your people.

In this Learning Sprint, we will explore how and why leaders manage talent, consider how planning for your succession will illustrate the best ways to develop those who will follow you, and examine how talent leaders coach and communicate to drive exceptional performance.

Throughout the Sprint, you will discuss concepts with peers and experts, and share thoughts on how to apply talent management approaches to develop exceptional people to be valuable contributors on high-performing teams.

OUTCOMES

- Evaluate current talent management processes within the organization.
- Define the key elements of effective talent management
- Develop a plan to better identify key talent, coach for success, and manage succession within a team and organization.

YOU WILL

- Explore the importance of managing your talent.
- Learn how to coach members of your team through a coaching framework.
- Examine how to increase confidence and capabilities across your entire team.

ABOUT THE EXPERT



DAVE ULRICH

- Professor at the Ross School of Business, University of Michigan
- Partner at the RBL Group, a consulting firm focused on helping organizations and leaders deliver value
- Ranked #1 most influential international thought leader in HR by HR Magazine
- Consulted and conducted research with over half of the Fortune 200
- Nobels Colloquia Prize for Leadership on Business and Economic Thinking

SPRINT OUTLINE

DAY 1 LEADERS MANAGE TALENT	DAY 2 MANAGE TALENT BY MANAGING YOUR SUCCESSION	DAY 3 LEADERS COACH	DAY 4 LEADERS COMMUNICATE	DAY 5 INTERACTIVE CAPSTONE
<ul style="list-style-type: none"> • Talent Matters: Leadership Drives Performance • Helping Your Talent Flourish • Talent Management in Your Company 	<ul style="list-style-type: none"> • Talent Management: Why This Matters • Are You Managing Your Succession? • Four Tips to Efficient Succession Planning 	<ul style="list-style-type: none"> • Leaders Develop Others • Leaders Coach and Communicate • Leaders Have Productive Conversations • Coaching Framework 	<ul style="list-style-type: none"> • Communication Tips for Leaders • The Flow of Information • Lessons from Exceptional Communicators • Why Talent Matters: Key Lessons 	<ul style="list-style-type: none"> • Options include Video Response, Online Discussion, or Live Event • Cohort members and expert(s) exchange ideas about content significance, application, and possible next steps