

Kasemsri Farnworth & Associates

The International-local HR Consultancy in Thailand

RESOURCING AND TALENT MANAGEMENT DEVELOPMENT PROGRAMME (INCLUDING RECRUITMENT AND SUCCESSION PLANNING)

OVERVIEW:

The attraction, recruitment, development and progression of people talent has become a key competitive challenge for most organisations. This programme highlights what we have learned in terms of best practices and approaches to ensure we can provide the business with the talent it needs to progress and succeed.

With people increasingly choosing and re-choosing their employers an impactful approach in this key success area ensures HR adds considerable value to an organisation's long term success.

The expectations on organisations to “get this right” continue to rise and the ability of the line manager and HR to work together successfully is a significant contributor to delivering to this increasing stakeholder demand

OVERALL OBJECTIVES:

At the completion of the programme participants will:

Have identified the criteria on which people choose and re-choose their employers and identified improvement areas for their own organisation to become and remain an “employer of choice”.

Have practised and developed their capability and confidence to assess suitability and potential of both new recruits and internal candidates alike.

More specifically they will have:

Established a Talent Management framework and aligned talent management with business excellence.

Designed an effective People Management framework and practised potential assessments at various business levels but in particular those suitable to progress into senior succession plans.

Designed an integrated people and business strategy and gained greater understanding of and how to determine a best practice approach to high potential development once identified.

Developed methods for assessing and improving leadership capabilities and Identified best practice approached to providing continued positive employment experiences ensuring identified “best talent” is more likely to choose to stay.

Importantly, gained confidence to implement their learning back into their workplace.

METHODOLOGY:

The programme is conducted using a variety of learning methods so that participants learn about and practically experiences these various approaches.

It is conducted from a very “hands-on” perspective and all aspects of the programme content are delivered with a view to their practical use on return to work.

Inputs, exercises, discussions, Q&As, case studies and known best practices form the back bone of the participants daily experience.

Substantial focus is placed on the learning transfer post the event to impact business progress and success.

CONTENT

Creating a Talent Management Programm for Orgaisational Excellence

Competency Mapping, Performance Management, Succession and Career Mapping via 9 box.

Formulating Training and development responses that support Talent Management

Integrated Talent Management Scorecard.

TARGET PARTICIPANTS

Anyone who is in or aspires to a leadership position

Anyone working in HR and particularly Talent, OD, Succession or Consultancy.

Anyone working in Strategy and/or Strategy execution.

Anyone involved in Teaching HR or Learning and Development per se.

DESIGN AND DELIVERY:

The programme is designed and delivered by Joel Farnworth, who holds an MA in Management Learning from CSML (UK) and is a Chartered Fellow CIPD.

Joel has spent some 25 plus years in various HR and Learning roles across Asia and beyond. His background roles include Global Head of Learning and Talent, HSBC and he is currently Managing Partner, KF&A, Thailand, with a regional learning remit.

He is a seasoned and well respected members of the learning community worldwide which is reflected in his oft requested design and delivery of such impactful programmes.

MODULE1 - DAY 1:

SESSION 1

Introductions, Context and Objectives

The importance of Talent Management to Organisation success.

Integrating people and business strategy

SESSION2

Recruitment best and latest practices.

The Recruitment Funnel and determining best candidates

Framework for talent assessment and integration

SESSION3

Criteria Based Interviewing

HR and Management Capability improvement.

Improving Leadership capability

SESSION4

Recruitment Disruption

Potential dramatic changes and improvements

Implementation for Participants?

MODULE2 - DAY 2

SESSION 1

Identifying HIPO talent.

Positives for Organisation and People

Clarity of Capabilities, Approaches and Tips

SESSION 2

Talent Management Framework

HIPO Development

Approaches and implementation

SESSION 3

Building a Succession Plan

Implementation and Review

Targets and Management

SESSION 4

Relevant HR Metrics

Human Capital Measures

Recruitment, Retention and Succession

+

Learning Transfer