



Building a Talent Strategy that Accelerates Business Performance

Course Overview

Successful strategies and competitive advantage can only be accomplished if the workforce is tightly connected to the goals of the organization. Talent strategy is as important as any other part of an organization's overall strategy, regardless of business conditions. Successful companies make their talent strategy part of their strategic planning process and integrate it into daily operations.

A structured talent strategy process will close the gap between what people capabilities the organization currently has and what it will need to meet tomorrow's business challenges. A talent strategy provides a road map to help organizations better understand the critical connections between their business and profit models, employee needs, and competitive labor markets.

Building a Talent Strategy that Accelerates Business Performance is a training program designed to give you the tools and techniques you need to lead your organization in developing a talent strategy aligned to your organization's goals and objectives.

The program consists of 16 lessons contained in 4 modules:

Introduction to the Program (.25 hours)

The introduction discusses the current talent environment and what will be covered in the 16 lessons.

Module 1: Talent Strategy and the Environment Impacting Workforce Success (3.25 hours)

These four lessons set the context for the remaining modules. In this module we will cover:

- The ten top talent trends that will dramatically impact our future
- The business results and attributes of high performance organizations
- What a talent strategy is and why it is important to have one
- The role of a workforce philosophy in guiding your talent strategy

Module 2: Translating your Business Strategy into Talent Needs (3.25 hours)

These four lessons provide a toolkit and process for identifying the talent implications of business strategy. Workforce or talent strategies don't matter strategically in their own right. They matter only when they make a difference in strategy execution. In this module we will cover:

- How to determine your organization's "strategic style" and use this as a focal point for making strategic choices.
- How to use a strategy map to create a visual representation of how the company intends to create value for the customer and shareholders over the long-term and the internal processes, talent and teamwork necessary to achieve strategic objectives.
- What strategic capabilities are and how they help with talent planning.
- Identifying how the organization wishes to compete in the market in a particular strategic capability to provide greater insight into the quality required of the talent pools.

Module 3: Differentiating your Talent (4.25 hours)

As with any strategy, choices need to be made about what is strategic and what isn't. While all roles are important, or they wouldn't be there, they are not all strategic. Talent differentiation puts strategy first. It promotes emphasis on differentiation – of employees, jobs, and performance by their contribution to strategic success. In the four lessons contained in this module we will cover:

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that the program has met HR Certification Institute's criteria to be pre-approved for recertification credit.

- The business case for a differentiated approach.
- How to identify the strategic value of jobs and use the position differentiation grid.
- How to clarify the contribution of jobs to strategy by developing results-focused job descriptions.
- The process for mapping the performance contribution and potential of employees using the talent differentiation grid.

Module 4: Building your Talent Strategy (2.75 hours)

Once you have identified the strategic value of jobs and the performance contribution and potential of employees you can put these two exercises together to get a view of your overall talent picture. In the three lessons contained in this module we will cover:

- What an organizational depth profile is and how you can use it to conduct a clear and objective assessment of the resources required to carry the company strategy to successful execution versus what is available.
- Building a written depiction of the talent you need to carry out your business strategy and the means to secure that workforce (talent strategy).
- How to develop the significant few workforce measures that demonstrate achievement of the talent strategy; and ultimately the business strategy.

Module 5: Aligning HR Practices to your Talent Strategy (1.5 hours)

HR strategy in the absence of a talent strategy is meaningless. Developing a differentiated talent strategy requires that the HR management policies and practices be differentiated as well. In the lesson contained in this module we will cover: Aligning HR processes and systems to support the workforce philosophy and talent strategy.

HRCI Strategic Recertification Credits

Participants will earn **15.25 Strategic-Business** HRCI Recertification credits. At the conclusion of each series of lessons participants will complete a learning check.

Other Information

The program will be delivered through Transformation Solutions LMS portal hosted by Taleo/Learn.com for which each participant will have their own log-in. Microsoft Internet Explorer 8, Firefox 3.56, or Chrome 4 are necessary to view the courses. Upon receipt of payment, Transformation Solutions will issue the user log-in and site access information. Participants will have access to the portal for **5 MONTHS** from the time of payment in which to complete the program.