

DELIVERING BUSINESS IMPACT

INTEGRATED TALENT MANAGEMENT

PROGRAMME LEADER
Nick Kemsley, Associate

MODULE ONE
19–20 November 2019

LOCATION
Fanhams Hall, Fanhams Hall Road,
Ware, SG12 7PZ

MODULE TWO
28 January 2020

LOCATION
Eversheds, 1 Wood Street, London,
EC2V 7WS

ABOUT THIS PROGRAMME

We know talent is vital to current and future business performance. Yet research and experience continue to suggest that our talent management approaches are not delivering the business outcomes we want, in the timescales we need, and at a cost we can afford.

Three principles are fundamental to making talent management work:

1. Talent needs must be firmly rooted in the context of the business strategy and operating environment.
2. Solutions should be integrated, with different elements prioritised and aligned around talent needs.
3. Data should be used to develop and apply insights and to evaluate the effectiveness of talent management approaches.

This programme builds on these principles, pulling them together into an Integrated Talent Management Framework. The Framework acts as a guide to organisations looking to create, refine or reinvent their approach to talent management. Utilising the framework, the programme will guide you through a series of stages, including:

- defining your business's talent needs
- designing effective strategies to address those needs
- aligning people activities to deliver talent objectives
- evaluating the impact of these activities against business drivers.

BENEFITS OF ATTENDING

You will:

- build a framework to help you develop more business-focused talent thinking
- update your knowledge of talent trends and exchange learnings with your peers
- acquire a means of engaging your business leadership in the importance of the talent agenda
- receive advice and support to develop your confidence and influence in talent discussions.

Your organisation will:

- receive input and tools to test, validate and challenge existing talent management approaches
- develop strategies to segment, prioritise and align HR activity to best support business outcomes
- learn how to better develop talent insights and demonstrate talent management effectiveness
- improve strategy execution through more business-focused and effective talent management.

WHO SHOULD ATTEND?

Heads of Talent, Senior HR Business Partners and senior generalists with a talent interest. If you are working at talent strategy level, are actively involved with talent, and/or interact with senior business stakeholders across more than one people process area, this programme will inform, challenge and develop your talent thinking and practice.

ABOUT CRF LEARNING

Building on CRF's 20+ years of unparalleled experience in the research, discussion and practical application of contemporary topics, arising from people strategy, learning and organisational development, CRF Learning delivers a suite of development programmes aimed at enhancing the capability of the HR function and the individuals within it.

Impact not input

CRF Learning programmes focus on making a difference to the performance of organisations by building the skills and capability that underpins it.

Custom programmes

CRF Learning also engages with organisations on a bespoke basis, developing custom solutions tailored to the specific requirements and context of your organisation.

THE PROGRAMME IN DETAIL

The programme structure includes a mix of research and practice-based input, group activities, self-reflection and action learning – all rooted in the context of your own business need.

MODULE 1

You will be introduced to the Integrated Talent Management Framework and guided through a series of stages.

- **An introduction to Integrated Talent Management thinking** – an exploration of the need for integrated talent management thinking.
- **Part 1: Need** – anchored in business need and informed by external context. Understand how these create implications for people capability and talent segmentation. Identify talent dependencies for effective strategy execution early on.
- **Part 2: Plan** – understand talent capability gaps. Identify talent strategy priorities and develop segmented talent propositions and approaches to address them.
- **Part 3: Activity** – create and implement integrated talent activity across the employee life cycle and people process areas aligned to strategic talent priorities.
 - How do we talk about talent?
 - Critical talent and talent reviews
 - How do we assess talent?
 - How do we develop talent?
 - How do we retain talent?
- **Part 4: Talent Climate** – how does the environment we create around our talent approaches help or hinder their effectiveness?
- **Action planning** – Draw together and distil critical insights collected over the two days. Evaluate against your current talent strategy and prioritise actions to work on before the follow-on day.

BETWEEN MODULES

You will be encouraged to share your insights with HR colleagues and business stakeholders when you return to your organisation. You will have the opportunity to develop conversations and identify any potential changes in talent management approaches based upon your learnings.

MODULE 2

Two months after the two initial days, you will return for a third follow-on day. The aim of this day will be two-fold.

- To develop your personal impact, confidence and influencing skills in order to support you in making the case for change and creating engagement around it.
- To share stories and get practical, on-demand feedback and advice from a panel of experts and your cohort peers. This will give you valuable insights and practical support to take the integrated talent agenda forward in your role.

LOCATION AND COST

The programme will be held at:

Fanhams Hall
Fanhams Hall Road
Ware
SG12 7PZ

and

Eversheds
1 Wood Street
London
EC2V 7WS

The cost of the programme is £2,750 (+VAT) for CRF members and £5,000 (+VAT) for non-members.

This includes accommodation and dinner for the connecting night of module 1. The previous night may be booked at additional cost.

To register for this programme please contact Melissa Bates at melissa@crforum.co.uk or on +44 (0) 20 3457 2640.

PROGRAMME LEADER



Nick Kemsley brings a wealth of experience in the HR arena. His career spans many sectors and combines 20 years' corporate experience as

a senior HR leader and in wider business roles, plus several years in organisational consulting and HR capability development and research.

Nick splits his time between working with c-suite teams and HR leadership teams around the world. He specialises in aligning organisation to strategy and increasing HR functional and individual effectiveness in the context of the new economic landscape and has a passion for partnering HR functions and individuals to deliver real value to business.