

Talent Selection & Management

In these challenging times employers are looking critically at how to attract and retain the best talent. Organisations seek to balance the needs of long-serving, experienced staff with the need to recruit and develop new talent. They have also learnt from previous downsizing that they need to avoid a damaging loss of 'organisational knowledge'. Talent management is a planned response to this complex and competitive operating environment.

Talent management describes a conscious, deliberate approach to attracting, developing and retaining people with the aptitude and abilities to meet current and future business needs. Organisations that commit to managing their talent bring together several HR and management tools. This can include talent screening, assessment centres, development centres, work-based tasks, action learning groups and the use of coaching and mentoring. The aim is to take a co-ordinated, performance-oriented approach that both motivates and nurtures key individuals.



Outline Talent Management Programme

