

## PROGRAM OBJECTIVES

Talent Management comprises the following:

- Attracting Talent
- Recognizing Talent
- Developing Talent
- Managing Talent

This Certificate Program aims to impart conceptual knowledge and practical skills on Talent Management keeping in mind the following 5 key objectives:

1. Provide a clear understanding of Talent Management (A Talent Management framework)
2. Defining 'Talent' through competency mapping
3. Explore methodologies to assess Talent
4. Come up with strategies to utilize and develop Talent
5. Share best practices in Talent Management

## LEARNING METHODS:

- Program material, books and articles
- Watching and Learning through videos
- Experience Sharing by faculty during the 3-Day contact workshop
- Guest sessions and industry experiences.

## THIS PROGRAM IS IDEALLY SUITED FOR:

Executives with 5+ years of experience  
HR Professionals, HR Managers, Line Managers who have basic knowledge of HR and its subsystems (Recruitment, Selection, PMS, interviewing etc.) and want to explore Talent Management strategies

Participants who are from a non-consulting background and do not have access to in-depth knowledge of assessment will benefit from this program

# TALENT MANAGEMENT

## A CERTIFICATE PROGRAM BY TVRLS

23-24 DECEMBER, 2019

BATCH-3

### THE POWER TO SPOT AND MANAGE TALENT-NOW IN YOUR HANDS

We live and work in a knowledge-based era in which the drivers of value are not machines but human resources and intellectual capital. Staying ahead of competition is not just about producing mechanical results; rather it's about making the most of the highly dynamic brainpower.

Talent Management is a conscious approach to attract, develop and retain talent with aptitude and abilities to meet current and future organizational needs. The changing environment enforces talent management for bringing about individual and organizational development.

### TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

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## PROGRAM STRUCTURE

3 modules covered in the 2-Day Talent Management workshop and subsequent 4 Teleclasses:

### **Module 1:** Introduction to Talent Management

- The Business need for Talent Management
- What Talent Management is and what it is not
- Defining Talent-The Competency Mapping approach
- Acquiring the Right talent

### **Module 2:** Assessing Talent

- Performance Management Systems
- Psychometric Instruments
- Multi-rater or 360-Degree Feedback Surveys
- Talent Interviews
- Assessment Development Centers

### **Module 3:** Developing and Managing Talent

- Developing Talent
- Talent Management Strategies-Best Practices
- Succession Planning

## CERTIFICATION

Certificate of professional competence in "Talent Management" will be awarded on fulfillment of the following criteria:

- Attending the 2-day contact workshop @ Bangalore and 4 teleclasses spread across 4 weeks
- Completion of a written examination conducted on day 3 of the workshop
- Submission of the Project work

## INVESTMENTS

- Rs 60,000 per participant (Non-residential) + GST 18% or as applicable. This includes all course materials, 2-day contact workshop, 4 teleclasses, assessment & certification.
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore
- The course fee for International participants is US\$ 1800