



HARNESS THE POWER
OF KNOWLEDGE

Building the Dream Team: Mastering Resourcing & Talent Management

TRAIN



Introduction:

In today's competitive talent market, attracting, retaining, and developing top talent is crucial for organizational success. This comprehensive 5-day training program, delivered by Global Business Minds, equips HR professionals, hiring managers, and business leaders with the essential knowledge and skills to build a robust resourcing and talent management strategy.

Learn to effectively source and attract top talent, develop a fair and objective selection process, and implement strategies to retain and engage high performers within your organization.

Program Goals:

- Develop a comprehensive understanding of the importance of resourcing and talent management in achieving organizational goals
- Master the principles of strategic workforce planning and talent acquisition
- Gain proficiency in various sourcing strategies to identify and attract qualified candidates
- Learn to develop compelling employer branding and job descriptions to attract top talent
- Master the art of conducting effective and objective job interviews
- Develop the skills to assess candidate skills and experience through various assessment methods
- Learn to create a positive candidate experience throughout the recruitment process
- Explore best practices for onboarding and integrating new hires into the organization
- Develop strategies for employee engagement, retention, and talent development

Training Agenda:**Day 1: Building the Foundation: Strategic Workforce Planning and Talent Acquisition:**

- Understanding the importance of talent management in achieving organizational goals and objectives
- Developing a strategic workforce plan to identify current and future talent needs
- Mastering the principles of proactive talent acquisition and building a talent pipeline

Day 2: The Art of Sourcing: Attracting Top Talent:

- Exploring diverse sourcing strategies to identify and attract qualified candidates (job boards, social media, employee referrals)
- Developing a compelling employer brand to differentiate your organization from competitors
- Learning to create clear, concise, and engaging job descriptions that attract the right talent

Day 3: Selecting the Best: Effective Assessment and Interview Techniques:

- Mastering the art of conducting effective and objective job interviews
- Developing the skills to assess candidate skills, experience, and cultural fit through various methods (behavioral interviewing, situational judgment tests)
- Learning to design a structured interview process to ensure fairness and objectivity

Day 4: Making the Right Offer: Onboarding and Retention Strategies:

- Exploring best practices for creating a positive candidate experience throughout the recruitment process
- Learning to develop competitive compensation and benefits packages to attract and retain top talent
- Developing a structured onboarding program to integrate new hires seamlessly into the organization

Day 5: Investing in Your People: Talent Development and Engagement:

- Learning to identify and develop high-potential employees within your organization
- Exploring strategies for employee engagement, motivation, and performance management
- Developing a culture of continuous learning and development to empower your workforce

Target Audience:

This program caters to a diverse audience, including:

- HR professionals responsible for talent acquisition, recruitment, and talent management
- Hiring managers involved in identifying talent needs, interviewing candidates, and making hiring decisions
- Business leaders interested in understanding the role of talent management in driving organizational success
- Anyone interested in learning how to build a robust resourcing and talent management strategy to attract, retain, and develop a high-performing workforce

By participating in this intensive program, you'll gain the comprehensive knowledge and practical skills to develop, implement, and evaluate a strategic resourcing and talent management strategy that contributes to building a competitive advantage and achieving long-term organizational success.