

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Talent & Succession Management Masterclass

Code	City	hotel	Start	End	price	Language - Hours
HT-222SA	Al Baha	Hotel Meeting	2027-03-28	2027-04-01	10950 SR	En - 25

PRE-REQUISITE

Delegates attending should bring with them their current organisation`s Vision and Mission statements.

PROGRAMME OBJECTIVES

- Build the business case for talent management to be part of the company’s strategic policy
- Understand and be able to explain the value of a differentiation strategy
- Use two models to aid in creating the right organisational framework to enable talent to thrive
- Be able to demonstrate pay and remuneration processes that really work to create high performance
- Use four techniques that will turn advertising and recruitment into a magnet for talent
- Use the “stickers, movers and leavers model” to direct organisational shape for talent
- Know and be able to take action on the principle reason for talent leaving the organisation
- Focus training and development on running programmes that make a difference
- Apply any of the three new approaches to succession planning to improve efficiency
- Know and be able to explain what to do with non performers

TRAINING METHODOLOGY

This interactive programme will use a variety of current case studies and DVD's to explain key learning principles. There will also be group work to enable learning takes place in a relaxed and friendly environment.

Each delegate will get an A3 coloured talent pipeline process map.

PROGRAMME SUMMARY

This masterclass will cover the full range of talent management form strategic design, though recruitment, development and succession planning. There will be ample opportunities for you to ask - and have your questions answered from our senior instructor who has a wide range of international experience in this area.

PROGRAMME OUTLINE

DAY 1 - The strategic decisions needed for talent management

- Introductions and masterclass objectives
- The business case for talent management
- The strategic focus needed to create the environment for talent management
- The new (2008) talent pipeline model
- Does the current Vision and mission statement attract winners or losers? Team exercise
- Getting the balance right - stickers, talent development and leavers
- The talent cycle from strategy to organisational improvement
- Review of Day 1

DAY 2 - The key mechanisms to make talent thrive

- Systems needed - Pay, rewards and bonus systems - Sysco case study and DVD

- Key features that attract talent, more than money
- The need to start at the top - top down approach
- Finding internal talent pools
- Differentiation - an essential element. The 70-20-10 principal explained
- Structure for maximum efficiency
- Pay and rewards for talent, average and poor performers
- Review of Day 2

DAY 3 - What do talent powerhouses look like?

- Leadership not management gets the best from talent
- DVD Johnsonville foods - by Tom Peters. Group discussion
- What company has been voted America's most popular place to work five years in succession? DVD and case study (and it's not Google)
- An examination of what Google does different - case study
- So what about more average companies - group work and case study (Toshiba and Range Rover)
- Review of Day 3

DAY 4 - The practice of getting, developing and benefiting from our talent management process

- Advertising techniques to attract the best
- Appropriate screening processes - testing - personality profiling, assessment centres and how the traditional interview needs to change its focus. This session will be reinforced with practical examples of what to look for and the tools needed
- Techniques for talent management training and development - use of learning agreements
- The key reason for losing talent - DVD and case studies
- Review of Day 4

DAY 5 - Succession Planning - 3 new approaches

- First approach - the talent pool method - case study
- Second approach - the individual selection approach
- Third method - external recruitment and head hunting
- Review of Day 5

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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