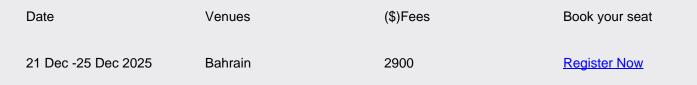
## First Select **Determine the Learning & Development Needs**



Objectives:

This workshop helps individuals who are involved in the training and development initiatives in an organization by giving them a consolidated and cohesive insight into how to create training solutions which reflect in better business results and higher performance

Who should attend?

- Strategy makers and planners
- Training & Development personnel
- HRM managers and decision makers
- All leaders, directors and managers

Course Outline:

- How to retain knowledge workforce
- Employee development
- Succession planning
- Individual development growth plan
- · Strategic workforce planning; the modern trend
- Recruitment and Selection
- Performance Management
- Moving from Activity Training to Impact Training
- Strategic Training: Creating Strategic Partnerships with Management
- Transfer of Training
- · Employee Development and Special issues to be considered
- Using the Training-for-impact Approach
- Career Development
- Training Needs Analysis
- Key talent identification
- Talent Management, What is it?
- · Realities of talent pipeline development
- Talent Developers; Breeders and Blockers
- Talent segmentation
- Aligning strategies, talent, management and performance

WORKSHOP STYLE:

A mixture of short presentations, interactive discussion, individual exercises and group work. The emphasis throughout is on a practical approach using case material and examples.

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