

TALENT MANAGEMENT FOR TALENT RETENTION

2025 | 9 AM - 5 PM

MALAYSIA HR FORUM ACADEMY
LEVEL 12, LOT 12A, MENARA PKNS PETALING JAYA,
JALAN YONG SHOOK LIN, 46050 PETALING JAYA

RM 2,600



Fully HRDC Claimable



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Module Overview

A comprehensive talent retention program is a key differentiator in tight talent markets. This program aims to share effective best practices to reduce talent turnover, retain top talent, and establish an engaged talent pool. Participants will also walk away with useful templates and tools for Talent Development.

Learning objectives

This course provides practical knowledge and skills for participants to review or establish a strategic talent development program for their company.





Targeted Participants

This course is intended for employees in Human Resources, particularly those managing the portfolio of Talent Management / Development.

Method of Training

The course will be conducted in an interactive learning mode to encourage active learning among the participants. Methods of trainings used includes group discussions, slides presentation, assessments, individual assignment, games and opportunity for self-reflection and action planning.

Learning Outcome

At the end of the course, participants will be able to:

- Explain key concepts in Talent Management and Retention,
- Design a strategic Talent Development Practice for their company,
- Report on results / key metric of Talent Development effort.

Duration

2 Days



Contents Day 1 | 9 am - 5 pm

Module 1: Introduction

- Employee Life Cycle & Talent Management
- Correlation between Talent Development & Retention
- Importance of Talent Management in a Changing World

Module 2: The Talent Management Framework

- Strategic Talent Development Framework
- Process Flow of Talent Review & Succession Planning

Assessment: Where does your organization stand in Talent Management Practice?

Module 3: Identification of Talents

- Nomination of Talents

Assessment of Talents:

- Components of Talent Assessment Form – Leadership, Potential and Performance Call

Practical Activity: Crafting a Customised Talent Assessment Form for your Company.

- The 9 Talent Box/ Matrix



Contents Day 2 | 9 am - 5 pm

Recap and Review of Day 1

Module 4: Identification of Hot Jobs (Critical Positions)

- Definition of Hot Job
- Criteria to identify hot jobs
- Checklist in assessing Hot Jobs
- Establishing Job Profile for Talent
- Linking Leadership Competencies to Job Profile

Module 5: Developing & Engaging Your Talents

- Communication on Talent Selection – Ethical Consideration
- Building Your Succession Pipeline
- Creating a Thriving Environment & Company Culture for your Talents to Grow
- Putting up Talent Development Plan
- MUST-HAVE Talent Development Activities
- Following up on Talent's Development progress

Module 6: Measuring Success

- Common key metrics used in Talent Development exercise.

Practice: Calculating your Talent Development Metric results

- Reporting Talent Development Progress to Management
- Championing Retention Plan in a Sustainable Manner
- Best Practices and Success Stories

