

SUCCESSION PLANNING AND TALENT MANAGEMENT VIRTUAL MASTER CLASS

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SUSTAINING AND ENHANCING YOUR TALENT PIPELINE

AUGUST 24-27 2020

TRAINING BROUGHT DIRECTLY TO YOUR SCREEN

Recognized by...



PRESENTED BY

DR. WILLIAM J. ROTHWELL

World's preeminent guru, thought leader, and renowned author on Succession Planning & Talent Management
Best selling and award winning writer of HR books with over 90 internationally published titles



WHO

WHO SHOULD ATTEND?

- Executives, practitioners, managers, directors and senior level personnel of HR
- Professionals involved in HR, Succession and Talent Management
- HR and management consulting professionals with an interest in ensuring and developing talent
- Professionals involved in talent development, management and retention
- Management professionals with an interest in ensuring business continuity, performance enhancement, motivation, and engagement of employees

WHAT

ABOUT THE TRAINING

Talent management is more critical than ever in today's complex and ever-changing environment. 85% of organizations claim that their talent management policies need to be transformed – yet struggle to successfully do so without the correct approaches. This unique 4-day Virtual MasterClass will allow you to overcome barriers with the guidance of renowned author and thought leader, Dr. Rothwell. The hands-on learning approach will aid your organization in building the necessary succession management and planning systems to ensure talent optimization which will advance your business.

WHY

KEY BENEFITS

- Learn to effectively apply best succession planning and talent management practices
- Gain insightful understanding of established frameworks within succession planning
- Develop the necessary skills to build an attractive talent pipeline which aids in delivering strategic goals and ensures business continuity
- Receive mentoring by global HR Guru Dr. William Rothwell
- Connect with other top-level HR professionals

To register yourself or a member of your organization or for further inquiries, please contact us via telephone or email

Discounts available for groups



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ACADEMY

ABOUT DR. WILLIAM J. ROTHWELL



William J. Rothwell, (PhD, SPHR, RODC, CPLP Fellow) is a professor of Human Resource Development at the University Park campus of the Pennsylvania State University. The department which he heads is the top ranked graduate program in Human Resource Development in the US. To supplement his academic experience, Dr. Rothwell has worked extensively as a Consultant in executing HR transformations and has engaged with over 40 multinational corporations. Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored, co-authored, edited and co-edited close to 90 books and many best sellers. Dr. Rothwell was the winner of the American Society of Training and Development's (ASTD) prestigious Contribution to Workplace Learning and Performance award in 2011. Dr. Rothwell was also the National Thought Leader for a Linkage- DDI sponsored study of 18 multinational corporations in 2001 that examined corporate best practices in succession planning and management. His bestselling book *Effective succession planning: Ensuring leadership continuity and building talent from within* is regarded by some as the "corporate bible" on succession management practices.

Course Overview

Standard Package

- 50+ Downloadable Articles
- 20+ Hours of On-Demand Videos
- 8+ Hours of Dr. Rothwell's Lectures
- Real-life Case Studies and Simulations

799 USD

Premium Package

- 50+ Downloadable Articles
- 20+ Hours of On-Demand Videos
- 8+ Hours of Dr. Rothwell's Lectures
- Real-life Case Studies and Simulations Access to E-Book
- Digital Certification

999 USD

Exclusive Coaching Session

- Access to all Premium Package
- One-to-One coaching with Dr. Rothwell
- Find Solutions to your most Pressing Challenges with the Guidance of an OD Guru
- Gain Insights and Feedback on your Organization Design and Structures

1999 USD

Standard

Premium

1

2

3

4

5

6

7

Course Preparation

Receive pre-reading Materials and Access to the LMS Platform

Attend Online

Watch and Learn from Dr. Rothwell's lectures

Develop

Gain in-depth understanding of Org Design

Practice

Enhance learning with real-life case studies

Practical Toolkit

Access to the LMS, articles, Videos and cases to continue your learning

Certification & E-Book

Gain digital certification and e-book

Coaching

Personalized coaching session to overcome your unique challenges

4 DAY PRACTICAL WORKSHOP

Module 1 - Fundamentals

Introduction

- Program purpose, objectives, structure and participant objectives
- Icebreaker: What issues does your organization face with talent management and development?

Defining Talent Management and Succession Planning

- Importance of the definitions of talent management and succession planning
- Business case for talent management and succession planning
- Activity: Pinpointing needs of your organization for talent management and comparison with best practice
- Activity: Business case for talent management and development

Module 2 - Talent

Talent Management 5.0

- Learn the Importance of *Talent Management 5.0*
- Develop new strategies to overcome challenges of the present world and effectively attract, develop, engage, manage, deploy and retain talented people.
- Model guide for talent management and development
- Step-by-step review of the model and understand

Using Performance Management and Potential Assessment as Foundations

- What is performance management?
- Importance of performance management
- Defining potential assessment and its relation to performance management
- Activity: Performance management
- Activity: Potential assessment

Module 3 - Succession

Developing Individuals through Individual Development Planning

- What is individual development and how can it be planned based on competencies?
- What approaches exist to individual development?
- How are plans formulated, implemented and evaluated?
- Activity: Discovering developmental strategies
- Unusual thinking about talent management and development: Cutting-edge approaches

Using Competency Modelling and Value Modelling as Foundations

- What is a Competency: Global differences
- Why are competencies important?
- Activity: Understanding competency modelling

Module 4 - Action

Importance of and approaches to competency modelling

- What is value? Global differences
- Importance of and approaches to value modelling
- Activity: Understanding value modelling

Planning for Action: What to Do Back Home

- Developing action plans for when you return to your organization
- Building interest in talent management and enable your organization to cope with developing and managing talent in such an unforeseen and unstable environment
- Activity: Action planning
- Presentation of action plans

Conclusion

- Summary of the program purpose, objectives and organization, and review participants objectives

TESTIMONIALS

"The training was very useful, the communication with the team was perfectly managed. Response to every inquiry was immediate and team is really helpful and friendly. I really enjoyed every bit of the program."



Sr. HR Specialist

"Highly respected thought leader Dr. Rothwell led an interesting, informative and highly interactive course. Highly recommended for all professionals in the field."



OD Manager

"Program design was efficient and effective. Dr. William was commendable in driving the topics and relating the concepts with examples for better understanding. It has been a great learning journey with Caliber Team!"



HR Manager

"The training provided all the tools and techniques I require to implement a succession plan for my organization and Dr. William Rothwell is full of experience."



HR Manager

Detailed agenda available, please contact us for more information