

Strategic Performance Improvement and Talent Management Strategy

COURSE OVERVIEW

In today's dynamic and competitive environment, aligning employee performance with business goals is a strategic imperative. This course equips HR leaders, team managers, and organizational development professionals with cutting-edge tools to drive high performance, develop talent pipelines, and implement sustainable talent management strategies.

Delegates will explore frameworks for performance optimization, competency mapping, succession planning, and workforce engagement, ensuring organizations attract, retain, and develop top-tier talent while driving measurable results.

WHO SHOULD ATTEND?

This course is designed for Human Resource Managers, Learning and Development Officers, Talent Acquisition Specialists, Performance and Rewards Analysts, Line Managers, Organizational Development Consultants, and Senior Leaders involved in shaping performance culture and workforce strategy.

COURSE OUTCOMES

Delegates will gain knowledge and skills to:

- Design and implement performance improvement frameworks
- Align talent management strategy with business objectives
- Develop competency models for performance and development planning
- Identify and nurture high-potential employees
- Integrate performance data into workforce planning and decision-making
- Create succession and retention strategies to build leadership pipelines
- Foster a performance-driven culture through continuous feedback and coaching

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand:

- Performance appraisal systems and modern alternatives (e.g., OKRs, 360° feedback)
- Talent segmentation and employee value proposition (EVP) design
- Competency frameworks and goal-setting models
- Succession planning and leadership development strategies
- Data-driven talent analysis and workforce metrics
- Linking engagement, recognition, and performance outcomes
- Best practices from global organizations driving talent excellence
- Tools and templates for talent mapping, performance dashboards, and coaching plans

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded



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