

Talent Management for 2010

Presented by: Guy Perrin, Owner of CenterPoint Leadership Services

2 Hour Program (8:00 am – 10:15 am)

Turnover is an expensive part of doing business at the best of times. In the coming months, there is forecast to be a “perfect storm” for accelerating turnover. Organizations have frozen or reduced compensation recently and cut back in other ways which have reduced employee satisfaction and engagement. The economic downturn has also lead many baby boomers to delay retirement.

As the economy recovers, many employees will be motivated to quit or retire, resulting in an exodus of talent. Organizations need to be anticipating the effects of this potential “brain drain” and implementing plans to avoid loss of business knowledge and expertise, damaged customer relationships, and excessive costs related to recruiting and ramping up new talent.

Talent Management integrates the organization’s Strategic Plan with Workforce and Succession Planning, Training and Development, and Recruitment. It goes beyond HR and involves all functions of the organization in ensuring adequate access to talent to meet future business plans.

Hour 1:

- A presentation of the labor and economic landscape which will create the “brain drain” in the next few years, and the related importance of Talent Management.
- A review of the Strategic nature of Talent Management and the combination of functions and strategies involved:
 - Strategic Planning
 - Workforce & Succession Planning
 - Training and Development
 - Recruitment and other Talent Sourcing strategies
 - Retention Strategies

Hour 2:

- Small group discussions and reports to full group focused on:
 - Best Practices and resources for Talent Management,
 - How to advocate for an integrated approach to Talent Management at your organization.