



### (Two Day Workshop)

#### Who will benefit:

This workshop is designed for team leaders and managers who wish to manage the talent within their team effectively and attract new talent into the organisation. The workshop will explore managing talent at every stage of the employment process.

#### Objectives:

By the end of the workshop, participants will be able to:

- Pro-actively identify talent challenges for their team and take steps to address or avoid them
- Build into their management practice and team culture the hooks retention tools that are likely to encourage talent to join and stay
- Describe the key talent imperatives for winning the war for talent
- Induct new talent effectively, applying innovative best practice so that they are left with a positive first and lasting impression
- Actively plan how they are going to develop their talent pool so that their contribution and progression are managed effectively
- Understand the various ways in which mentoring can help to develop talent and consider applying mentoring and succession planning as an integral development tools in their teams
- Be aware of the motivation challenges of individual team members and apply good practice solutions to address them
- Apply best practice when designing and conducting exit interviews to ensure that vital information is obtained to help manage future talent effectively.