



# Talent Management Workshop

An interactive, integrated course that returns delegates to their workplaces with an actual game plan for implementation

For the full details about this workshop and for online bookings go to [www.ees.co.za](http://www.ees.co.za)



## Introduction

This workshop is very interactive. Learning takes place through experiences and collective intelligence. Attendees will be presented with real case studies and return to their workplaces with an actual game plan for implementation. The workshop is an integrated workshop and will use coaching as the methodology for presentation. Delegates will also be provided with the necessary support for three months after the programme has taken place.

## Objectives of the workshop

- ◆ Measuring the effectiveness of your talent management strategy in ways that matter to your organisation
- ◆ Making your "employer brand of choice" resonate internally and externally
- ◆ Building your commitment based organisation
- ◆ Investigating talent management processes that drive results
- ◆ Implementing your talent management strategy that drive results
- ◆ Measuring the success of your talent management strategy
- ◆ Attracting and Retaining your top talent

## About your expert presenter

### Bill Price

- ◆ Has a Masters degree in Relational Psychology and driven by Dr William Glazier's Reality Therapy approach and model. He is also focused on his PhD on Innovative Strategic Leadership Coaching.
- ◆ Is an Internationally (IAC) qualified master Executive Business and life coach and strategic Facilitator. (UNISA)
- ◆ Is a Fellow of the Institute of Company Directors (SA) and served on the portfolio for Director Education for three years.
- ◆ Is part of the international task team to co-develop coaching competencies with the International Association of Coaches (USA)
- ◆ Is part of 50 VIP leaders that have been invited to Canada in August 2006 to discuss the future of coaching in the international arena
- ◆ Led the pioneering of, and the introduction of the South African branch of the International Coach Federation (USA)
- ◆ Is the sub-editor of Management Today with special emphasis on Southern African business and life coaching contextualisation.
- ◆ Is CEO of the VIP Leadership and Strategic Coaching and Mentoring Institute which focuses on training in-house line supervisors and managers on Work Place Performance Coaching and Mentoring, training Professional/advanced Coaches and mentors as well as Master Executive Coaches.
- ◆ Has written South African-contextualised coaching articles for major journals, both nationally and internationally.
- ◆ Profiles and benchmarks leadership and is one of the most sort after key note speakers and facilitators.
- ◆ Is Chairman of the Africa Institute of Leading which focuses on the coaching and mentoring of top government and civic leaders in 32 Anglo African Countries.

### **INTRODUCTION TO TALENT MANAGEMENT**

- ◆ Defining talent management
- ◆ Investigating factors that drive your talent management strategy
- ◆ Identifying top talent management challenges

### **TALENT MANAGEMENT PROCESSES**

- ◆ Performance management
- ◆ Succession Planning
- ◆ Enabling managers to develop talent
- ◆ Developing career paths for talent

### **PLANNING YOUR TALENT MANAGEMENT PROCESSES**

- ◆ Mapping your organization's current talent management processes
- ◆ Designing your talent management process
- ◆ Ensuring your processes support your organisation's goals
- ◆ Integrating your talent management processes

### **PLANNING YOUR TALENT MANAGEMENT PROCESSES THAT DRIVE RESULTS**

- ◆ Mapping your organization's current talent management processes
- ◆ Designing a talent management process
- ◆ Ensuring that your process support your organisation goals
- ◆ Integrating your talent management processes

### **DIVERSITY AND TALENT MANAGEMENT**

- ◆ Linking Diversity Management to Talent Management
- ◆ Strategically Enhancing diversity management Initiatives to create sustainable results

### **ATTRACTING AND RETAINING TOP TALENT**

- ◆ Creating your employment brand or image
- ◆ Sharing Innovative strategies that you can use to source talent
- ◆ Creating your employment value proposition – what employees value and what keeps them there
- ◆ Securing talent retention by providing targeted growth and development opportunities for them

### **ENGAGING YOUR TALENT: BUILDING THE COMMITMENT BASED ORGANISATION**

- ◆ Exploring the link between commitment based HR Practices and Firm Performance
- ◆ Providing you with commitment based HR practices
- ◆ Measuring your social climate
- ◆ Maintaining the psychological contract

### **MEASURING THE EFFECTIVENESS OF YOUR TALENT MANAGEMENT STRATEGY**

- ◆ Assessing the success of your current talent management plan
- ◆ Benchmarking your current talent management practices against world class practices
- ◆ Determining baseline measures for your talent management strategy

**WE OFFER THE FOLLOWING DISCOUNTS AND SPECIAL OFFERS (BUT NOTE THAT YOU CANNOT COMBINE DISCOUNTS 1, 2 AND 4!)**

- 1. Full payment seven working days from the date of your invoice gets you a 10% discount!**
- 2. Should you be interested in attending a specific workshop that is not presented in your area, and you need to fly and stay over, we offer you 20% discount on that event.**
- 3. Register three delegates for an event and a fourth delegate may attend free of charge.**
- 4. A 35% discount to NGOs.**

**EES-SIYAKHA**



Name of workshop/seminar: \_\_\_\_\_

Date of workshop/seminar: \_\_\_\_\_

Fees per delegate: \_\_\_\_\_

**Delegates' details**

No	First name	Surname	Designation	Cell phone number	Email Address
1.					
2.					
3.					
4.					

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Organisation: \_\_\_\_\_

Email: \_\_\_\_\_

Vat registration: \_\_\_\_\_

Special dietary requirements: \_\_\_\_\_

Postal address: \_\_\_\_\_

Disabilities: \_\_\_\_\_

\_\_\_\_\_ Code: \_\_\_\_\_

Contact person: \_\_\_\_\_

Tel: \_\_\_\_\_

Fax: \_\_\_\_\_

I have accepted the conditions printed below (please  tick):

FAX THE COMPLETED REGISTRATION FORM TO RYAN AT (011) 726 2400.  
ENQUIRIES: Phone Ryan (011) 726 3040 or e-mail him at [ryan@ees.co.za](mailto:ryan@ees.co.za)

**PAYMENT (PLEASE NOTE THAT FEES ARE PAYABLE PRIOR TO THE START OF THE WORKSHOP):**

**Electronic Transfers:**

**Bank:** FNB    **Branch:** Northcliff    **Branch Code:** 253 705    **Account No:** 62063883964  
**Account Holder:** Equity Compliance and Solution (Pty) Ltd

Cheques to be made payable to *Equity Compliance and Solution*.

Once payment has been made, please fax through proof of payment. Please do not mail any payments.

**TERMS AND CONDITIONS**

1. **Cancellations:** Should you be unable to attend, we will accept your written cancellation by no later than 7 working days prior to the start of the workshop, in which event a cancellation fee of 25% will be charged. Thereafter, we regret we are unable to refund any fees, although in such cases we would be happy to welcome a colleague who would substitute your attendance or keep the credit for a following workshop with the same monetary value. Please note that the cancellation fee of 25% will still apply in such event. All cancellations must be confirmed in writing. 'No shows' on the dates of the workshop are still liable for the full payment. This clause also applies where we have received your registration form, invoiced you and awaiting your payment.
2. **EES-SIYAKHA** cannot guarantee that all events will go ahead as advertised, and as a result is not liable for any transportation or accommodation costs incurred related to the prospective attendance of an event that does not go ahead on the advertised date, in the absence of written confirmation from **EES-SIYAKHA** of the course proceeding on the relevant date (which will be furnished upon request in such event).