

Understanding Talent Management

Developed in Partnership with



Why Talent Management is Important and How to Begin

Understanding Talent Management introduces learners to the idea that talent matters and what leaders and managers of talent can do to set the stage for getting the very best from their people.

In this course, we will explore how and why leaders manage talent, consider how planning for one's successor will illustrate the best ways to develop those employees, and examine how talent leaders coach and communicate to drive exceptional performance. Throughout the course, learners will discuss concepts with peers and experts, and share thoughts on how to apply talent management approaches to develop exceptional people to be valuable contributors on high-performing teams.

Learners will:

- Explore the importance of managing talent
- Understand how to coach members of the team through a coaching framework
- Examine how to increase confidence and capabilities across the entire team

Author



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Course Outline

DAY 1

Leaders Manage Talent

- Talent Matters: Leadership Drives Performance
- Helping Your Talent Flourish
- Talent Management in Your Company

DAY 2

Manage Talent by Managing Your Succession

- Talent Management: Why This Matters
- Are You Managing Your Succession?
- Four Tips to Efficient Succession Planning

DAY 3

Leaders Coach

- Leaders Develop Others
- Leaders Coach and Communicate
- Leaders Have Productive Conversations
- Coaching Framework

DAY 4

Leaders Communicate

- Communication Tips for Leaders
- The Flow of Information
- Lessons from Exceptional Communicators
- Why Talent Matters: Key Lessons

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.