



Training program

Integrated Strategic Talent Management for High Performing Organisations









Description

Talent management gives managers an important role and responsibility in the various processes and the continuous development and maintenance of excellent performance of their team. Through this innovative programme, the only training on talent management deemed to be of vital importance by the Cyprus Human Resource Development Authority (HRDA), participants will learn about the modern approach to talent management. Thus, they will use Competency Frameworks to pinpoint their organisational needs and formulate a strategic plan to attract the best talent right for them and manage it using employee engagement initiatives.

HR professionals and people managers will incorporate additional practices to keep talented employees motivated and engaged by addressing talent's need for well-being. Using innovative tools (digital and otherwise) and methodologies to separate the critical talent segments in their organisations, executives will be able to connect the right skills for their organization with all the stages of talent management to integrate all the HR processes with the best talent. This way, participants will benefit from directly improving the productivity and competitiveness of individuals and their organisations.

	 Date(s)	 Time	 Duration	 Location
Seminar	25 of May , 8,13 of June 2023	9:00 – 17:00	21 hours	Total duration: 25 hours
In-house consultation	05 of June to 05 of September 2023	4 hours per organization	4 hours per organization	Face to Face



Objectives

The programme provides the background to modern, integrated talent management systems and how they can help participants advance their HR activities for business goal achievement. More specifically, by the end of the training programme, the participants will be in a position to:

1. Define what is talent and talented employees
2. Tell the difference between high potential employees and employees with high performance
3. Describe the key competencies and roles in their organisation which are critical to its success
4. Separate their critical talent segments
5. Describe the main ingredients for a successful talent management strategy, including elements of employee engagement, wellbeing and performance management
6. Analyse current challenges faced by their organisation impacting their talent strategy creation
7. Develop effective techniques to identify talented individuals in their workplace
8. Implement effective systems and performance management and evaluation techniques for talent development in their workplace
9. Choose and provide appropriate incentives and rewards for motivating, retaining and engaging talented individuals in their workplace
10. Motivate and support talented individuals to achieve their development goals

The program is approved by the HRDA. The companies / organizations with participating employees, who meet the HRDA requirements, will receive the relevant subsidy.

Contents

- Overview of Talent Management
- Talent Management and Competency Frameworks
- Identifying my organisation's key competencies
- Making the distinction between high potential individuals and high performers
- Talent attraction and selection
- Onboarding
- Coaching and mentoring tools and methodologies
- Developing potential
- Employee motivation and engagement
- Performance management
- Corrective actions for regaining high performance
- Effective feedback
- Digital talent management solutions
- McKinsey's 9 box Performance-Potential Matrix
- Employee wellbeing
- Reward and recognition
- Career development and succession planning
- Action planning for success

In-house consultation (4 hours)

By the end of the in-house consultation part (4 hours), the participants will be in a position to:

- Create or update their talent management strategy for the foreseeable future
- Draft an action plan spanning 1-3 years with specific actions on attracting, recruiting, developing, rewarding, motivating and retaining talented individuals

The program is ideal for:

- HR professionals
- CEOs
- General Managers
- Directors
- Line managers responsible for managing talent

	Location	Language
Seminar	At CARD-ET- Education Hub premises <i>29 Lykavitou Avenue 2401, Engomi, Nicosia</i>	The presentation's slides will be in English, lecture will be held in Greek
In-house consultation	Face to face or online in-house consultation (according to organization's preference)	Greek or English (depending on participant preference)
Pricing		
The training programme is approved by HRDA as of Vital Importance and therefore the participation fee of €2,125 per person is 100% funded (excluding the VAT corresponding to € 403.75 per participation). Each organisation is entitled up to 3 participating executives. <i>Note that the cost of VAT is reimbursed to the participating organisations.</i>		

The program is approved by the HRDA. The companies / organizations with participating employees, who meet the HRDA requirements, will receive the relevant subsidy.



Trainer bios

Kiki Kallis



Ms Kallis is an expert HR professional and certified training facilitator with more than 23 years of training and work experience in the fields of HR and talent management. She has worked in the capacity of HR Consultant and HR Manager in local and international organisations in Cyprus, Greece and the United Kingdom in a variety of industries, including auditing/consulting, FMCG, health, technology and education as well as University Lecturer for the London Southbank University's HRM Module of its MBA programme delivered in Cyprus through the Cyprus Institute of Marketing (CIM). She is a Fellow Member of the Cyprus HRM Association (CyHRMA) of which she served as a Board Member for 5 years. She was also an active member of its Publications

Committee, where she served in the capacity of Editor for several years. Additionally, she is a member of the Chartered Institute of Personnel and Development of the United Kingdom (CIPD). She is certified by the HRDA as a Trainer (Εκπαιδευτής Επαγγελματικής Κατάρτισης - Επίπεδο 5 του Κυπριακού και Ευρωπαϊκού Πλαισίου Προσόντων, Αρ. Πιστοποιητικού: ΣΕΠ003599). She holds a Bachelor's degree in Psychology and HRM and a Master's degree in Human Resource Management from British universities. She enjoys writing articles and her current HR interests include talent management, diversity and inclusion and employee engagement and wellbeing.

Vicky Charalambous



Vicky Charalambous, has academic studies in Positive Organizational Psychology (PhD), holds a Master's degree in Organizational & Economic Psychology and a degree in International and European Economic Studies. She has 20 years of experience as a consultant and trainer in human resource management, training and performance management. She has worked for SHL Hellas, a human resource consulting firm, has held the position of Human Resources Executive at British American Tobacco and has also worked as a Recruitment and Performance Manager at C.A. Papaellinas. She is the Director of the Institute of Development, where she provides, among other things, counselling services and training aimed at personal and professional development, utilizing,

among other things, applications of Positive Psychology in the workplace. She has worked as a Lecturer in Organizational Psychology at European University. She is a Fellow member of the Cyprus Association of Human Resources Management, where she held the position of Publications and Communications Officer as a member of the Board of Directors (2013 - 2015) and has been awarded for her contribution to the International Relations Committee. She is also a member of the Cyprus Mentoring and Coaching Association (EMCC Cyprus) and the Hellenic Association of Positive Psychology. Her main interests include Workplace wellbeing, motivation and empowerment of individuals and groups, Positive Leadership, Happiness at work, Psychological Resilience and Performance Management. She has over 1500 hours of training experience and is a certified training instructor by the HRDA (ΣΕΠ 003246).



Contact us

For any information & clarifications you can contact us at (+357) 22080982 or via email at training@cardet.org