



Consulting and Training | Reach New Heights

Course Name

Talent Acquisition Excellence

Sector Name

HR Strategy and Training

Document Type

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Talent Acquisition Excellence

Course Introduction

Attracting the right talent has become a strategic challenge that directly influences organizational capability, workforce quality, and long-term business performance.

Talent Acquisition Excellence, developed by **BOOST Consulting & Training**, provides participants with a modern approach to identifying, engaging, assessing, and securing high-value talent in competitive labor markets. The program moves beyond traditional recruitment activities by integrating workforce insight, candidate experience, talent marketing, structured selection, and hiring performance.

Participants will learn how to design a talent acquisition function that responds to future capability needs while strengthening the organization's position as an employer of choice.

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Target Audience

- ✓ Talent Acquisition and Recruitment Professionals
- ✓ HR Managers and Business Partners
- ✓ Workforce Planning Specialists
- ✓ Hiring Managers and Department Heads

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Learning Objectives

- ✓ Align talent acquisition priorities with workforce and business requirements.
- ✓ Identify critical roles, future capabilities, and hard-to-find talent segments.
- ✓ Develop targeted sourcing strategies for diverse talent markets.
- ✓ Strengthening employer attractiveness and candidate engagement.
- ✓ Apply structured and evidence-based assessment methods.
- ✓ Improve hiring quality, efficiency, and stakeholder collaboration.
- ✓ Build a sustainable talent acquisition improvement roadmap.

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Talent Acquisition Excellence

Course Outline

✓ DAY 01

Reframing Talent Acquisition as a Business Capability

From Vacancy Filling to Talent Value Creation

- ✓ Understanding the strategic contribution of talent acquisition.
- ✓ Connecting hiring decisions with organizational capability.
- ✓ Distinguishing recruitment activity from talent acquisition strategy.

Translating Business Needs into Talent Priorities

- ✓ Interpreting workforce plans and business growth requirements.
- ✓ Identifying critical positions and capability dependencies.
- ✓ Segmenting hiring demand by urgency, value, and scarcity.

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Course Outline

✓ DAY 02

Navigating Talent Markets and Candidate Communities

Building Talent Market Intelligence

- ✓ Analyzing talent availability, competition, and mobility patterns.
- ✓ Identifying emerging sources of specialized capabilities.
- ✓ Using market insight to improve sourcing decisions.

Creating Targeted Talent Pipelines

- ✓ Building proactive pipelines before vacancies arise.
- ✓ Engaging passive and hard-to-reach candidates.
- ✓ Developing sustainable relationships with talent communities.

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Course Outline

✓ DAY 03

Designing a Compelling Candidate Proposition

Strengthening Employer Attractiveness

- ✓ Translating organizational strengths into credible talent messages.
- ✓ Aligning employer promises with actual employee experiences.
- ✓ Tailoring value propositions to different candidate segments.

Engineering the Candidate Journey

- ✓ Mapping critical candidate interactions and decision points.
- ✓ Improving communication, transparency, and responsiveness.
- ✓ Reducing candidate withdrawal and reputational risk.

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Course Outline

✓ DAY 04

Improving Selection Quality and Hiring Decisions

Building Evidence-Based Assessment

- ✓ Defining role-specific success criteria.
- ✓ Combining interviews, assessments, and work-based evidence.
- ✓ Reducing bias and inconsistency in selection decisions.

Partnering with Hiring Stakeholders

- ✓ Clarifying responsibilities between HR and hiring managers.
- ✓ Challenging unrealistic requirements constructively.
- ✓ Facilitating timely and balanced hiring decisions.

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Course Outline

✓ DAY 05

Measuring and Advancing Talent Acquisition Performance

Evaluating Hiring Value

- ✓ Measuring quality, speed, cost, and candidate outcomes.
- ✓ Diagnosing weaknesses across the acquisition process.
- ✓ Converting recruitment data into improvement insights.

Building the Talent Acquisition Excellence Roadmap

- ✓ Prioritizing capability, process, and technology enhancements.
- ✓ Establishing practical implementation milestones.
- ✓ Creating a continuous improvement plan for talent acquisition.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 16, 2027	Aug. 20, 2027	5 days	4250.00 \$	UAE , Dubai

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