



Consulting and Training | Reach New Heights

Course Name

Certified Talent Management Professional

Sector Name

Internationally Certified Training Programs

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Certified Talent Management Professional

Course Introduction

Talent management has become a strategic priority for organizations aiming to attract, develop, retain, and engage high-performing employees. In a competitive labor market and rapidly changing business environment, organizations require structured talent strategies that align workforce capabilities with business goals and support sustainable growth. Effective talent management includes identifying talent needs, recruiting the right people, developing competencies, managing performance, succession planning, and strengthening employee engagement.

To help organizations build strong and integrated talent systems, **BOOST Consulting & Training** has developed the Certified Talent Management Professional program. This course equips HR professionals and people leaders with practical knowledge and tools to design, implement, and continuously improve talent management practices.

The program covers end-to-end talent processes including talent strategy, recruitment planning, competency frameworks, performance management, learning and development, career planning, succession planning, and talent analytics. Participants will gain the skills required to build integrated talent management

programs that improve workforce capability, strengthen leadership pipelines, and enhance overall organizational performance.

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Target Audience

- ✓ Talent management and talent development specialists
- ✓ HR managers and HR business partners
- ✓ Learning and development professionals
- ✓ Organizational development professionals
- ✓ Recruitment and workforce planning professionals
- ✓ Line managers involved in performance and talent reviews
- ✓ Professionals transitioning into talent management roles

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Learning Objectives

- ✓ Understand the purpose and key components of modern talent management systems
- ✓ Develop talent management strategies aligned with organizational objectives
- ✓ Design competency frameworks and job capability requirements to support talent decisions
- ✓ Implement effective talent acquisition planning and candidate assessment approaches
- ✓ Strengthen performance management processes and link them to talent development
- ✓ Develop succession planning and leadership pipeline strategies
- ✓ Design career development and employee retention initiatives
- ✓ Apply talent review tools such as the 9-box matrix and structured talent identification practices
- ✓ Use talent analytics and KPIs to measure talent effectiveness and support decision-making

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Course Outline

✓ DAY 01

Talent Management Strategy and Talent Lifecycle Framework

- ✓ Introduction to talent management and its strategic importance
- ✓ The end-to-end talent lifecycle
- ✓ Aligning talent strategy with business strategy
- ✓ Workforce capability and future skills planning
- ✓ Building integrated talent management frameworks
- ✓ Governance of talent processes

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Course Outline

✓ Day 02

Competency Frameworks, Workforce Planning, and Talent Acquisition

- ✓ Designing competency frameworks and role capability models
- ✓ Linking competencies to recruitment and performance
- ✓ Strategic workforce planning fundamentals
- ✓ Talent acquisition planning and sourcing alignment
- ✓ Assessment approaches for selecting high-potential talent
- ✓ Ensuring fairness and consistency in hiring decisions

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Course Outline

✓ Day 03

Performance Management and Talent Development Planning

- ✓ Role of performance management in talent development
- ✓ Goal setting, feedback, and performance reviews
- ✓ Identifying development needs and growth opportunities
- ✓ Learning and development planning for key talent segments
- ✓ Coaching and mentoring approaches
- ✓ Linking performance outcomes with career progression

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Course Outline

✓ Day 04

Succession Planning, Leadership Development, and Talent Reviews

- ✓ Purpose and structure of succession planning
- ✓ Identifying critical roles and successors
- ✓ Leadership pipeline development strategies
- ✓ Conducting talent reviews and calibration sessions
- ✓ Using tools such as the 9-box grid
- ✓ Managing high-potential and high-performance employees

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Course Outline

✓ Day 05

Talent Retention, Engagement, Analytics, and Implementation Workshop

- ✓ Drivers of employee engagement and retention
- ✓ Career pathing and internal mobility
- ✓ Retention strategies for key talent segments
- ✓ Introduction to talent analytics and key metrics
- ✓ Building talent dashboards and reporting tools
- ✓ Practical workshop: designing a talent management action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 12, 2027	April 16, 2027	5 days	4250.00 \$	UAE , Abu Dhabi

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