



## Talent Management to Achieve a High-Performance Culture – 2 days

“A high-performance culture is a culture in which employees perform well because they are engaged, valued, and continually learning. This gives their work a greater purpose, instilling in them a continuous improvement mindset and a dedication to the organization’s mission that drives performance.”

### Outlines and Outcomes

#### Day 1

##### Session 1

- Understanding shared Values, Vision, Mission, and defining strategic objectives – the SMART-ER approach
- What is Performance Management, moving beyond 2023?
- What are the defining drivers, and factors of “Organisational Culture”?
- Re-defining Talent Management in the modern organisation
- The transformation of HRM (Human Resource Management) into HCM (Human Capital Management)
- HCM key factors for consideration when addressing the journey to optimal Talent Management, and High-Performance cultures
- Policy development as an aligned strategic guideline
- Recruitment Strategies, and the core “intangible” factors for consideration in modern HCM

##### Session 2

- The Transformative Adaptive Growth model – key factors in addressing the entire value chain delivery of an organisational alignment
- Converting Strategy into Operational outputs and outcomes
- Job Evaluation and functional design / integration
- Human Performance Improvement (HPI) strategy, and its importance
- Outcomes-based processes – the ATD considerations for “gap” analyses
- Critical elements of Performance Management systems and sustainability
- High Performing Organisations – a case study

#### Day 2

##### Session 3

- Unpacking the case study from Day 1
- Factors which lead to a High-Performance Culture
- Elements for aligned Performance Management – the Strategic Performance Management “loop” – a hybrid model for consideration
- Cascading Strategy into Operational design

##### Session 4

- Defining Talent Management in the modern organisation
- Personal Development versus Organisational Development issues
- Succession Planning and the 360-degree factors for Performance M&E, and employee developmental issues
- The cyclical nature of empowerment in an organisation
- Trust dimensions and how these evolve into High Performance
- Conclusion and discussion Q&A