



University of
Nottingham

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Powering growth through talent management

21-22 August 2019
University of Nottingham
Malaysia
Semenyih Campus



Powering growth through talent management

With an unpredictable economy, employees are more inclined to move on if there are other opportunities. Employees feel that the economic situation has affected both their plans and priorities and are waiting for their organisations to “catch up”. They are also uncertain if organisations will be willing to meet their aspirations according to their planned timeline, and may think that they have to leave the organisation to get what they want. Human resource managers are in search for an effective and strategic tool that can be aligned to organisational and business strategies to attract and retain talents. An effective tool should be defined to meet expectations of both the employer and the different employee segments in any economic environment. Organisations that communicate their employee engagement and development tools will be more successful than those who do not.

This is a two-day programme for executives in diverse roles at companies of all sizes and stages, from current market leaders to fast-growing midsize competitors as well as entrepreneurial organisations. The primary focus of this training is to provide you with a comprehensive synopsis of the tools needed to effectively manage talent towards achieving organisational growth and success. The course delivery includes presentations, discussions, case studies and role plays designed to assist you in applying these concepts at your workplace.

Organisations are also more likely to increase their emphasis on key aspects of talent management, i.e. staffing, leadership, succession planning and career pathing, to compete in the war for talent:

- Strategic staffing process in order to achieve Person-Job-Organisation (P-J-O) fit to foster employee engagement towards the corporate goals attainment.
- Business success priorities have evolved in the new economic landscape. Consequently, this has impacted the competencies needed for corporate leaders to compete successfully. There is also a need to develop new leadership assessment tools to better ascertain leadership development needs at both the individual and organisational levels.
- Succession planning helps to reduce human capital risks and the loss of institutional knowledge associated with employee turnover. It is also vital in preparing leaders for increased complexity as they progress in the organisation.
- Developing career paths and plans helps organisations direct employee development to areas that will prepare them for advancement and build deeper skill sets.

Learning outcomes

After completion of the training, you will be able to:

- Understand the relevance and importance of talent management for an organisation.
- Understand the key characteristics of talent management and its contributions towards an organisation's corporate strategies.
- Know your roles and responsibilities in identifying and developing the right talent for organisational development.
- Know your roles and responsibilities in managing employees performance and expectations.

Method of training and assessment

- PowerPoint presentations
- Classroom discussion
- Flipchart presentations for brainstorming
- Presentation from participants

Programme outline

Day one

Module one – Introduction to talent management

- Terms and definitions
- Importance of talent management to an organisation
- Importance of talent management to an employee's development
- Major talent management initiatives

Module two – Talent management – Phase I

- Organisational talent management ‘SWOT’ analysis
- Talent attraction
- Getting SMART targets
- Your role in managing employees expectations
- Agreeing on development needs
- Aligning individual and organisational needs

Day two

Module three – Talent management – Phase II

- Talent management pipeline – core attributes and requirements
- Identifying training and development needs
- Strategic training programmes
- Strategic career planning and career development programmes
- Managing inter-generation employees
- Conducting effective performance management for developmental purposes
- Performance planning – Competencies
- Core and functional competencies
- Identification of core competencies for your organisation, industry
- Levels of competencies

Module four – Talent management – Phase III

- Effective succession planning
- Effective leadership programmes
- Effective rewards package to develop, motivate and retain future organisational leaders/champions
- Issues and challenges
- The way forward

Programme leader



Dr Maniam Kaliannan is an Associate Professor of Human Resource Management at Nottingham University Business School Malaysia. He has been both as a lecturer and trainer for the past 20 years. His area of expertise includes human resource management, public sector project management and research methods. He has conducted various corporate and government training programmes for both

middle level and senior management teams for organisations such as MATRADE, MAMPU, Amanah IKhtiar Malaysia (AIM), Trangolo (M) Sdn. Bhd. etc. On the academic front, he has presented and published his research works extensively in both international conferences and referred journals. He is a Malaysian Human Resource Development Fund (HRDF) Certified Trainer (TTT/7174).

Further information

To find out more about this programme, please contact Nottingham University Business School (NUBS) Malaysia Executive Education or visit our website

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Programme outline

Time	Day 1	Time	Day 2
8.30am	Registration	8.30am	Registration
9am	Introduction to performance management <ul style="list-style-type: none"> ▪ Programme briefing, objectives and outline ▪ Terms and definitions ▪ What and why talent management ▪ Major talent management initiatives globally 	9am	Implementing talent management <ul style="list-style-type: none"> ▪ Talent management pipeline- core attributes and requirements ▪ Training and development strategies ▪ Breakout session and activity
10.30am	Coffee break	10.30am	Coffee break
10.45am	Getting started <ul style="list-style-type: none"> ▪ Talent management and employee career aspirations ▪ SMART targets and KPIs ▪ Talent attractions and deployment ▪ Breakout session and activity 	10.45am	Implementing talent management <ul style="list-style-type: none"> ▪ Performance planning ▪ Core competencies ▪ Functional competencies ▪ Breakout session and activity
11.45am	Talent management in a competitive world <ul style="list-style-type: none"> ▪ Talent management and organisational strategies ▪ Agreeing on talent management development needs ▪ Breakout session and activity 		
1pm	Lunch	1pm	Lunch
2pm	Talent management needs analysis <ul style="list-style-type: none"> •SWOT analysis: <ul style="list-style-type: none"> - Strength - Weaknesses •Breakout session and activity 	2pm	Monitoring and evaluating talent management initiatives <ul style="list-style-type: none"> ▪ Effective succession planning ▪ Effective leadership planning ▪ Motivating and rewarding talent ▪ Retaining talent ▪ Breakout session and activity
3.30pm	Coffee break	3.30pm	Coffee break
3.45pm	Talent management needs analysis <ul style="list-style-type: none"> •SWOT Analysis: <ul style="list-style-type: none"> - Opportunities - Threats •Breakout session and activity 	4pm	Talent management & organisational success <ul style="list-style-type: none"> ▪ Talent management & organisational success ▪ Issues and challenges in attracting, developing, rewarding and retaining talent in the future ▪ The way forward ▪ Breakout session and activity
4.30pm	Practice and sharing	5.30pm	Key take away points
5.30pm	Key take away points		Reflection on programme objectives and outline
	End of day one		End of training session



Programme registration form 2019

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Fee

RM3,200 per person. The programme fee includes facilitation, classroom case, study assessment, training materials, Certificate of Completion, accommodation of 4D/3N, training venue cost and other logistics.

Registration and payment

The registration form must be fully completed and signed and must be received by Nottingham University Business School before **19 July 2019** together with your payment.

A/C Name: The University of Nottingham in Malaysia Sdn Bhd
Bank: HSBC Bank (M) Bhd
Bank Address: KL Main Office, 2 Lebu Ampang, 50100 Kuala Lumpur
Branch: Kuala Lumpur
Swift Code: HBMBMYKL
Account No.: 301-879391-101

Please send the registration form together with payment details to:

Nottingham University Business School
University of Nottingham Malaysia
Jalan Broga, 43500 Semenyih, Selangor, Malaysia

Human Resources Development Fund (HRDF) claims

- The course fees may be claimed under Skim Bantuan Latihan (SBL) of HRDF subject to terms and conditions.
- Organisations wishing to claim HRDF can submit this brochure to HRDF for approval. The brochure contains the necessary information for HRDF to process.

Terms and conditions

If the designated participant cannot attend the workshop, a substitute attendee is permitted. However if a confirmed participant or substitute attendee does not attend the workshop, the fee is still liable in full. Changes in the workshop date, venue, time, trainers and fees can occur from time to time and the organiser reserves the right to reschedule/cancel the workshop and/or amend any information in this brochure. In any circumstances, the organiser's liability is limited only to the refund of paid registration fee.

Certificate of completion

Upon completion of the programme you will receive a Certificate of Completion from the University of Nottingham Malaysia.

The University of Nottingham in Malaysia Sdn Bhd
is a HRDF Certified Training Provider.



The University of Nottingham has made every effort to ensure that the information in this leaflet was accurate when published. Please note, however, that the nature of the content means that it is subject to change from time to time, and you should therefore consider the information to be guiding rather than definitive.

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e: alternativeformats@nottingham.ac.uk

General information

Programme name

Full name

Name you want to be referred to

Male/female

IC number (passport for non-Malaysians)

Nationality

Date of birth (day/month/year)

Position in organisation

Department in organisation

Name of organisation

Address of organisation

Work telephone number

Mobile telephone number (personal)

Email (office)

Email (personal)

Objectives

What do you hope to gain from this programme?

Work experience

Please list your job roles starting with your current position. If all positions are in the same company, please give the major promotional sequence.

Name of organisation	Last position	From (year)	To (year)

Education

Please list highest qualifications obtained.

Name of institution	Qualification	Year obtained

Administration

Do you require a vegetarian diet? Yes No

How did you learn about this programme? Website Email notification Other (please specify)

I confirm that all the information provided in this application is accurate:

Signature of applicant

Date (day/year/month)