

# Talent Management Training Program

Course Title	Talent Management Training Program
Country	Turkey
Location	4/5 Star Hotel
Time	9:00 AM - 3:00 PM
Date	13 - 17 April 2026

## Target Audience

- Managers and Department Heads
- Human Resources
- Supervisors
- Team Leaders
- Organizational Development Officers

## Days 1–3: Classroom Training

### Day 1 – Talent Management Fundamentals

- Talent management concepts
- Talent vs Skill vs Competency
- Importance of talent management
- Talent lifecycle
- Roles of management and HR

## **Day 2 – Talent Acquisition and Development**

- Identifying high-potential employees
- Talent attraction and recruitment strategies
- Succession planning
- Talent development approaches
- Coaching and mentoring
- Aligning talent development with strategy

## **Day 3 – Performance and Talent Integration**

- Linking talent management with performance
- Using KPIs in talent evaluation
- Managing high performers
- Talent retention strategies
- Common talent management challenges

## **Days 4–5: On-the-Job Training (OJT)**

### **Day 4 – Talent Identification and Review**

- Reviewing organizational structure
- Identifying existing talent
- Observing employee performance
- Applying coaching approaches
- Discussing talent gaps

## **Day 5 – Practical Talent Management**

- Participating in real performance evaluation
- Linking performance results to development plans
- Preparing a basic talent development plan
- Retention decision discussions
- Final session and recommendations

## **Training Outcomes**

- Understand talent management concepts
- Identify and evaluate talent
- Link talent with performance
- Support succession planning
- Contribute to an attractive work environment

## **Training Materials**

- PPT presentations
- Talent management guide
- Talent evaluation templates
- Field checklists, Certificate of Completion