

Professional Certification in Talent Management

Program Objectives

Develop talent management specialists and leaders who are able to design, develop and implement talent management programs successfully!

Program Introduction

Talent management involve strategic & tactical processes of getting the right talents onboard, engage them, develop and retain them to perform to the best of their abilities. It overarching the management of all aspect of human resources not only to meet the organization objectives but to consider digital disruption and talent trend and expectations.

These cover multiple HR processes from resource planning, attracting, selecting, onboarding, developing, retaining and transitioning of talents. With those elements in mind, this course will provide participants with the desired knowledge and practical skills to design, analyse and develop framework for talent gaps assessment; competency, performance, compensation, engagement & development management to retain key talents & productivity improvement.

The course will be bundled with 3 HR systems i.e.

- (1) real-time performance management with significant reduction of assessment errors for
- (2) accurately implement pay for performance and
- (3) trigger self-development for optimal productivity.

Program Details

Talent Management Framework

the strategies, the systems, the processes and the model

Attracting Talents

job structure, job description, sourcing, selecting, hiring, onboarding and emotional contracting

Assigning Talents

corporate objectives, functional objectives, individual objectives, performance evaluation, check-in, feedback, coaching, managing counterproductive behavior

Rewarding Talents

compensation & benefits structure, competitiveness assessment, reward and recognition programs, meritocracy

Developing Talents

career pathing, competency gap analysis, development strategies, development plans- current, future roles, development assessment

Engaging Talents

employee sensing, grievance management, discipline management, corporate governance, CSR

Learning Assessment

- ✓ Online Google Form Test (60%)
- ✓ Written Assessment Test (40%)
- ✓ 65% required to pass the Test

Trainer's Profile



Dr. Ewen, DBA, is the CEO and Founder of Hi3 HRApps Sdn Bhd . He designs and implements programs for Local & International clients. Prior to founding his own company, he was a HR Practitioner with several MNCs for more than 30 years, namely, Quantum Storage, Iomega, Dell Computer, Smart Modular. He held several Senior HR Position. And rose through the ranks to Site Director & Regional Director. He holds a Bachelor Degree in Economics, Master in Human Resource Management & Business Administration prior to his doctoral research in the area of Performance Psychology. He is a certified trainer for 6-Sigma, EICC Lead Auditor, Leonard Personality Inventory and Personal Resilient Advantage for Stress Transformation.

Trainings by Hi3



Certified by



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