Talent Management Within A Diverse Team

Duration: 5 Days

Language: en

Course Code: PH1-120

Objective

Upon completion of this course, participants will be able to:

- Understand the importance of talent management within organisations.
- Identify shifts in trends for talent management.
- Assess challenges faced through talent management.
- Compare and contrast different regional standards of TM practices.
- Explain the vitality of diversity within the workplace.
- Define what equality means for the organisation.
- Review legislation and regulations in relevance to equality.
- Analyse the role of leadership within diversity and talent management.
- Understand how diversity and talent management are intertwined.
- Assess what needs to be monitored and how to do so.
- Establish a safe and positive working environment.

Audience

This course is designed for anyone responsible for recruitment and wants to create a more diverse environment. It would be most beneficial for:

- HR Personnel
- Operations Managers
- Senior Executives
- Business Owners
- Team Leaders
- Regional Managers
- Recruitment Managers

Training Methodology

This course uses a variety of adult learning styles to aid full understanding and comprehension. Participants will review real-world case studies of established organisations and their diversity and talent management processes to highlight key factors and influences.

Participants will participate in a range of activities, including presentations, discussions, group activities, and role-playing scenarios. To ensure they have gained a thorough and comprehensive understanding of the taught content, they will use their case studies as examples and create action plans to promote diversity and talent management within their respective roles. They will later be able to demonstrate these plans to the group and receive feedback on positives and possible improvements.

Summary

In modern times, organisations have strongly pushed to make the working environment more diverse. While some organisations may resist this, those actively seeking diversity are much more likely to see a positive change in business functions and productivity.

The concept of diversity is different for every individual and business. However, overall diversity is seen as an environment containing people from various walks of life. Many view diversity in the workplace as a moral quota to meet; this is far from where the benefits end. Creating a diverse environment often manifests more innovation and successful ideas. Employees with unique life experiences will offer more variety in opinions and allow the business to have a full, rounded understanding of processes and potential changes.

Diversity and talent management go hand in hand. Talent management is the process of recruiting employees based on capabilities and future potential. Focusing on diversity can often yield better results when analysing gaps within the organisation for candidates.

Maintaining a diverse environment can create more opportunities for personal improvement, and employees will be more able to learn from one another and develop their skills to improve personal productivity.

Section 1: Introduction to Diversity and Talent Management

- Defining what diversity and talent management is.
- Understanding how diversity is essential for talent management.
- The principles of talent management.
- What internal and external factors influence diversity?
- Assessing an organisation's current level of diversity.
- Methods of encouraging diversity within the workplace.

Section 2: Workplace Diversity

- Understanding the unconscious bias that leads to problems with diversity.
- Overcoming biases to ensure equal treatment to all.
- Creating a culture that is welcoming of change.
- Establishing an action plan, detailing goals and objectives for diversity.
- The organisational view of diversity as a resource.
- Conducting a diversity audit.
- Networking for diversity.

Section 3: Leadership for Diversity

- How to cope and progress despite change resistance.
- Necessary leadership skills for a diverse team.
- Using strong communication skills to educate those resistant to change.
- Appreciating and promoting diversity.
- Maintaining a safe environment.
- Managing conflict effectively.

Section 4: Prioritising Talent

- Assessing the importance of talent within an organisation.
- Establishing talent as a priority.
- The origins of talent management.
- Influences that impact talent management.
- Workers' trends that create challenges for organisations.
- Identifying where talent gaps lie within the organisation.
- Methods of planning for talent management.

Section 5: Integrating Talent and Diversity

- Understanding relevant legislation relating to equality and how it applies within the organisation.
- The process of integrating diversity and talent management.
- Finding the balance between diversity and talent.
- Identifying limitations and working around these.
- The process of planning, implementing, monitoring and post-implementation reviews.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Entertainment, Hospitality & Sports, Human Resources Management (HRM), Management & Leadership

Tags

Leadership, Management, team, diversity, Talent Management, talent

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