Talent Strategy

Defining Talent
- Talent Research
- Talent Management Framework
- Talent Acquisition
- Performance Management
- Succession Management
- Global Talent
- Talent Management Systems

Talent Strategy addresses key concepts in Talent Management.

Take away practical tools to launch a winning talent strategy.
**Who should attend?**

Executives exploring a new talent strategy direction

Human Resources / Learning & Development Officers who are (or will be) designing, proposing or implementing talent strategy

Recruiters, employers, leaders, and trainers

Everyone responsible for hiring, motivating, promoting, or retaining, key employees in a competitive talent environment

<table>
<thead>
<tr>
<th>Content Topic</th>
<th>Delivery Methodology &amp; Materials</th>
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<tbody>
<tr>
<td><strong>Day One – Morning Session</strong></td>
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<tr>
<td><strong>The Talent Landscape and its Future Talent Strategy</strong></td>
<td>Every journey starts with understanding the language and reading the map. We will define key concepts, self-assess some organizational capabilities and maturity level, review trends and processes in Talent management, review workforce data and discuss consequences. There will be a practical approach to designing and deploying a Talent strategy that is aligned with the business.</td>
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<td><strong>Day One – Afternoon Session</strong></td>
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<td><strong>Performance Management and Identification of Potential</strong></td>
<td>Managing performance is the responsibility of both leaders and associates in any organization. There will be a review of the specific process and the role that the leader plays in that process is essential to success. In addition, through the use of in-session experiences, participants will be able to assess the strengths and weaknesses of their particular system (within their organizations) and establish action plans to improve them. Through the use of simple questionnaires participants will be able to identify or verify leadership potentials. A useful reminder on the use of 9-cell matrices will be made in conjunction with the principles of competency modeling. Participants will take home a performance appraisal and objective setting template.</td>
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<td><strong>Day Two – Morning Session</strong></td>
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<td><strong>Succession Management</strong></td>
<td>In direct connection with Performance Management, participants will go through the different levels of Succession Management and will be able to begin assessing the maturity of their organization. The SM process will be scrutinized and interactive exercises will allow participants to understand the different possible steps in a SM planning. Participants’ take away will include a reflection on past, present and future state of SM and the associated short and long term priorities for their organization.</td>
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<td><strong>Day Two – Afternoon Session</strong></td>
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<td><strong>Talent Acquisition Leadership development Onboarding and retention Global talent overview</strong></td>
<td>We will review the basics of “Hiring for Talent”: participants will learn the principles of structured interviews and why gut feeling needs to be backed up by data. A quick overview of the individual development planning and where science tells us to put our learning dollars to get the best outcome. Time allowing a few stops and gos on on-boarding, retention techniques and a global perspective.</td>
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Faculty

Pascal Orilac

Pascal is a Lecturer in Management at the Peter T. Paul College of Business and Economics. He is also a Senior Consultant and member of the Board of Advisors of Pragmatic Consulting Inc., where he is leading the Human Resources practice, with focus on Talent Strategy, Leadership coaching & development and Part-time – Interim CHRO services. He brings a broad senior leadership experience with a varied background of human resources, marketing, customer service, finance and business start up.

As Global Vice President Human Resources of Goss International, Pascal directed the design and implementation of HR strategies and practices across multiple locations in the Americas, Europe and Asia-Pacific for a global leading manufacturer of printing equipment. He is a strategic partner of CEOs, senior leadership, board members and operational managers at all levels, and is genuinely passionate with all aspects of business strategy and its translation into effective Human Capital plans.

Pascal also served as Director of Marketing Services Europe, then Director of Human Resources France for Heidelberg Druckmaschinen. Pascal’s core expertise is in strategy building and deployment, talent and performance management, leadership succession, compensation and benefits, organizational design and development, international mobility and relocation, post-merger cultural integration and restructuring.

Pascal holds a MBA from HEC Paris, France, and a Bachelor degree in Management Sciences with concentrations in Marketing and Finance from Paris University.

Program objectives:

- Clarify talent-defining concepts like Knowledge, Skills, Competencies, IQ and Emotional Intelligence
- Improve your hiring process
- Gain current perspectives on management and leadership research regarding talent.
- Reactive and enhance your Performance Management Process from setting goals to coaching and reviewing performance.
- Build understanding of the Talent Management framework and the components of Talent Strategy
- Increase knowledge and insight about Talent Strategy as a key dimension of Business Strategy
- Develop executive capabilities in identifying potential and recognizing performance
- Network with HR practitioners and business leaders and gain from their experience and knowledge.
- Help you choose whether or not your process needs to be transparent and known by your employees.
Talent Strategy will help participants initiate a focused and factual conversation with peers and senior leadership about Talent and its contribution to the company's success.

Program Location, Logistics, and Fees

Location:

Talent Strategy is held in the state-of-the-art Peter T. Paul College of Business and Economics located on the University of New Hampshire’s Durham campus. The classroom is equipped with executive level technology to create a positive learning environment.

Accommodations:

The program fee does not include accommodations. If you plan to stay, consider The Three Chimney Inn and the Holiday Inn Express, both located in Durham, and The Sheraton Harborside in Portsmouth.

Tuition and Fees:

$1,399/per person.
Early Bird special available.

Fees are inclusive of: All program materials, assessments, and meals during the program (breakfast, lunch, and morning and afternoon break).

10% discount to USNH alumni (University of New Hampshire, Plymouth State University, Keene State College and Granite State College graduates).

Registration and Cancellation Policies:

Full refunds for cancellations up to 30 days.
For detailed information, please visit: ExecEd.UNH.edu

Questions?

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