



COURSE OVERVIEW LS0175-3D Talent & Skill Pool Management

Course Title

Talent & Skill Pool Management

Course Date/Venue

Session 1: August 16-18, 2026/Tamra Meeting Room, Al Bandar Rotana Creek, Dubai, UAE

Session 2: November 15-17, 2026/Sur Meeting Room, Royal Tulip Muscat, Muscat, Oman



Course Reference

LS0175-3D



Course Duration/Credits

Three days/1.8 CEUs/18 PDHs

Course Description



70% of this course is practical sessions where participants will be engaged in a series of interactive small groups, class workshops and role-plays.



This course is designed to provide participants with a detailed and up-to-date overview of Talent Management Strategy. It covers the role of talent management in organizational success; the objectives of the talent management function in an organization; the talent acquisition and workforce planning as well as employee retention and engagement strategies; the performance management, talent development and technology and innovation in talent management; the competencies and competency models; and the difference between behavioral and technical competency models.



Further, the course will also discuss the role of competency frameworks in performance management and aligning competency models with career development plans; designing and implementing competency frameworks, career ladders and career pathing; developing future leaders and using competency models for succession planning; learning and development (L&D) as a core talent strategy; and the employee experience and workplace culture.





During this interactive course, participants will learn the talent assessment, leadership development programs and career development strategies for employees; the role of compensation in attracting and retaining talent and measuring talent management success; the HR digital transformation and AI in talent management; managing change in talent management strategies; and the employee engagement and retention strategies.

Course Objectives/Outcomes & Benefits for the Participants

After completing the course, the employee will:

- Apply and gain an in-depth knowledge on talent management strategy
- Discuss talent management strategy and its role in organizational success
- Explain the objectives of the talent management function in an organization
- Apply talent acquisition and workforce planning as well as employee retention and engagement strategies
- Carryout performance management, talent development and technology and innovation in talent management
- Illustrate competencies and competency models and differentiate behavioral versus technical competency models
- Discuss the role of competency frameworks in performance management and align competency models with career development plans
- Design and implement competency frameworks and explain career ladders and career pathing
- Identify and develop future leaders and use competency models for succession planning
- Apply learning and development (L&D) as a core talent strategy and describe employee experience and workplace culture
- Develop talent assessment and leadership development programs and career development strategies for employees
- Discuss the role of compensation in attracting and retaining talent and measure talent management success
- Apply HR digital transformation and AI in talent management, manage change in talent management strategies and carryout employee engagement and retention strategies

Exclusive Smart Training Kit - H-STK®



*Participants of this course will receive the exclusive “Haward Smart Training Kit” (H-STK®). The H-STK® consists of a comprehensive set of technical content which includes **electronic version** of the course materials conveniently saved in a **Tablet PC**.*

Who Should Attend

This course provides an overview of all significant aspects and considerations of talent management strategy for HR managers and directors, talent acquisition specialists, business leaders & managers, project managers overseeing workforce capabilities, organizational development (OD) consultants, change management specialists, business strategy executives, leadership development specialists and those who are involved in workforce planning, talent acquisition, employee development and leadership succession.

Course Certificate(s)

Internationally recognized certificates will be issued to all participants of the course who completed a minimum of 80% of the total tuition hours.


Certificate Accreditations

Haward's certificates are accredited by the following international accreditation organizations: -

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British Accreditation Council (BAC)

Haward Technology is accredited by the **British Accreditation Council** for **Independent Further and Higher Education** as an **International Centre**. Haward's certificates are internationally recognized and accredited by the British Accreditation Council (BAC). BAC is the British accrediting body responsible for setting standards within independent further and higher education sector in the UK and overseas. As a BAC-accredited international centre, Haward Technology meets all of the international higher education criteria and standards set by BAC.

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The International Accreditors for Continuing Education and Training (IACET - USA)

Haward Technology is an Authorized Training Provider by the International Accreditors for Continuing Education and Training (IACET), 2201 Cooperative Way, Suite 600, Herndon, VA 20171, USA. In obtaining this authority, Haward Technology has demonstrated that it complies with the **ANSI/IACET 2018-1 Standard** which is widely recognized as the standard of good practice internationally. As a result of our Authorized Provider membership status, Haward Technology is authorized to offer IACET CEUs for its programs that qualify under the **ANSI/IACET 2018-1 Standard**.

Haward Technology's courses meet the professional certification and continuing education requirements for participants seeking **Continuing Education Units (CEUs)** in accordance with the rules & regulations of the International Accreditors for Continuing Education & Training (IACET). IACET is an international authority that evaluates programs according to strict, research-based criteria and guidelines. The CEU is an internationally accepted uniform unit of measurement in qualified courses of continuing education.

Haward Technology Middle East will award **1.8 CEUs** (Continuing Education Units) or **18 PDHs** (Professional Development Hours) for participants who completed the total tuition hours of this program. One CEU is equivalent to ten Professional Development Hours (PDHs) or ten contact hours of the participation in and completion of Haward Technology programs. A permanent record of a participant's involvement and awarding of CEU will be maintained by Haward Technology. Haward Technology will provide a copy of the participant's CEU and PDH Transcript of Records upon request.



Course Instructor(s)

This course will be conducted by the following instructor(s). However, we have the right to change the course instructor(s) prior to the course date and inform participants accordingly:



Mr. John Kruger is a **Senior Management Consultant** with over **30 years** of extensive experience. His expertise includes **Human Resource Management, Performance Management, Technical Management, Crisis Management, Quality Management, Management of Change, Root Cause Analysis, Productivity & Efficiency Improvements, Time Management, Project Management, Contract Management, Financial Management, Strategic Management, Change Management, People Management, Production Management, Toolkit Management, Public Relations & Organisational Communication, Public Speaking, Social & Environmental Projects, Business Development, Psychometric Assessment and Strategic Change**. Further, his specialization covers **Effective Team Leaders, Negotiation Skills, Communication Skills, Coaching, Counselling & Mentoring, Strategic Planning, Problem Solving, Decision Making, Budgeting & Cost Control, Supply Chain Management, Operational Management, Adult Education, Turnaround and Re-Engineering Projects and Macro-Economics**.

During his career, Mr. Kruger has contributed his expertise and held prestigious positions as a **Business Analyst Manager, Business Development Manager, Project Manager, Strategic & Divisional Plan Manager, Warehouse Manager, Supply Chain Manager** as well the **Technical & Management Consultant/Instructor** for major organizations worldwide like the **Ministry of Finance (Uganda), Cybercity (Mauritius), Stock Exchange (Taiwan), Candlewick Development (USA)** and many more.

Mr. Kruger has a **Post Graduate Diploma in IPM Industrial Psychology Management** and in **UNISA Advanced Leadership Programme** as well as **Bachelor** degree in **Communications** from the **Northwest University**. He is a **Registered Assessor & Moderator, a Certified Instructor/Trainer** and a **Certified Trainer/Assessor** by the **Institute of Leadership & Management (ILM)**. Further, he is an active member of **The Institute of Management Consultants of South Africa** and he has delivered various trainings, workshops, courses and conferences worldwide.

Training Methodology

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

- 30% Theory
- 70% Practical Exercises, Case Studies, Engaging Slides/Games, Customized Videos, Site Visits, Simulations, Role Play, Group Skill Sessions, Outdoor & Indoor Activities, Ice Breaking Activities, Group Activities and E-learning associated with the course topic is preferred

In an unlikely event, the course instructor may modify the above training methodology before or during the course for technical reasons.





Learning Design & Customization

This course can be customized to the exact requirements of clients. Haward Technology is so proud of our huge capabilities in tailoring our courses to the training needs of our valued clients.

Course Fee

US\$ 3,750 per Delegate + **VAT**. This rate includes H-STK® (Haward Smart Training Kit), buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Accommodation

Accommodation is not included in the course fees. However, any accommodation required can be arranged at the time of booking.

Course Program

The following program is planned for this course. However, the course instructor(s) may modify this program before or during the course for technical reasons with no prior notice to participants. Nevertheless, the course objectives will always be met:

Day 1

0730 – 0800	<i>Registration & Coffee</i>
0800 – 0815	<i>Welcome & Introduction</i>
0815 – 0830	PRE-TEST
0830 – 0930	<i>Understanding Talent Management Strategy & Its Role in Organizational Success</i> <i>Definition and Importance of Talent Management • How Talent Management Aligns with Corporate Strategy • Key Talent Management Functions and HR's Role • Strategic Benefits of Effective Talent Management</i>
0930 – 0945	<i>Break</i>
0945 – 1030	<i>Objectives of the Talent Management Function in an Organization</i> <i>Workforce Planning and Aligning Talent with Business Needs • Developing a Culture of Continuous Learning and Engagement • Enhancing Employee Retention and Reducing Turnover • Leveraging Technology in Talent Management</i>
1030 – 1100	<i>Talent Acquisition & Workforce Planning</i> <i>Understanding Workforce Needs and Skill Gaps • Employer Branding and Attracting Top Talent • Recruitment Strategies for Technical and Leadership Roles • Leveraging AI and HR Analytics in Recruitment</i>
1100 – 1130	<i>Employee Retention & Engagement Strategies</i> <i>Identifying Key Factors Influencing Employee Retention • Creating an Inclusive and Motivating Work Environment • Employee Engagement Tools and Surveys • Recognizing and Rewarding Talent Effectively</i>
1130 – 1215	<i>Performance Management & Talent Development</i> <i>The Link Between Talent Management and Performance Management • Defining Clear Performance Expectations and KPIs • Coaching, Mentoring, And Feedback Mechanisms • Performance Improvement Plans and Succession Planning</i>
1215 – 1230	<i>Break</i>
1230 – 1300	<i>Technology & Innovation in Talent Management</i> <i>AI-Driven Talent Analytics and Predictive Workforce Trends • The Role of HR Software and Digital Tools in Talent Management • Using Data for Informed Decision-Making • Case Studies: How Global Companies Use Technology In HR</i>
1300 – 1330	<i>Understanding Competencies & Competency Models</i> <i>Definition of Competencies and their Role in Talent Management • Types of Competencies: Technical, Behavioral, Leadership • The Role of Competency Models in Recruitment and Development • Industry-Specific Competency Models in Petroleum Sector</i>





1330 – 1420	Behavioral versus Technical Competency Models <i>Differences and Applications of Behavioral and Technical Competencies • Behavioral Competencies for Leadership and Teamwork • Technical Competency Frameworks for Specialized Roles in Petroleum • Integrating Both Models for a Holistic Talent Strategy</i>
1420 – 1430	Recap <i>Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow</i>
1430	<i>End of Day One</i>

Day 2

0730 – 0830	Competency Models in HR Functions <i>How Competencies Support Recruitment and Selection • The Role of Competency Frameworks in Performance Management • Competency-Based Learning and Development Strategies • Aligning Competency Models with Career Development Plans</i>
0830 – 0900	Designing & Implementing Competency Frameworks <i>Identifying Critical Competencies for Different Job Roles • Building a Competency Dictionary for an Organization • Implementing Competency Assessments • Updating Competency Models for Evolving Business Needs</i>
0900 – 0930	Career Ladders & Career Pathing <i>Definition and Importance of Career Ladders • Traditional versus Non-Standard Career Paths • Developing Career Progression Frameworks • Addressing Career Stagnation and Fostering Internal Mobility</i>
0930 – 0945	<i>Break</i>
0945 – 1045	Succession Planning & High-Potential Talent Development <i>Identifying and Developing Future Leaders • Leadership Pipelines and Succession Planning Frameworks • Fast-Tracking High-Potential Employees • Using Competency Models for Succession Planning</i>
1045 – 1130	Learning & Development (L&D) as a Core Talent Strategy <i>Designing Training Programs Aligned with Business Objectives • Skills Gap Analysis and Personalized Learning Plans • Modern Learning Methods (E-Learning, Microlearning, Simulations) • Measuring the Effectiveness of Training Programs</i>
1130 – 1230	Employee Experience & Workplace Culture <i>The Impact of Workplace Culture on Talent Retention • Creating a Culture of Innovation and Continuous Improvement • Diversity, Equity, and Inclusion in Talent Management • Strategies to Improve Workplace Collaboration and Engagement</i>
1230 – 1245	<i>Break</i>
1245 – 1330	Talent Assessment & Leadership Development Programs <i>Talent Assessment Tools and Methodologies • Leadership Competencies and Development Frameworks • Coaching and Mentoring Strategies for Career Growth • Leadership Development Programs in Global Organizations</i>



1330 – 1420	Career Development Strategies for Employees Career Planning versus Career Management • Personalized Career Roadmaps for Employees • Supporting Lateral Career Moves and Cross-Functional Learning • Encouraging Self-Directed Career Growth
1420 – 1430	Recap Using this Course Overview, the Instructor(s) will Brief Participants about the Topics that were Discussed Today and Advise Them of the Topics to be Discussed Tomorrow
1430	End of Day Two

Day 3

0730 – 0830	Compensation, Benefits & Talent Retention The Role of Compensation in Attracting and Retaining Talent • Performance-Based Rewards and Recognition Programs • Employee Benefits that Drive Engagement • Work-Life Balance and Flexible Work Arrangements
0830 – 0900	Measuring Talent Management Success Key Talent Management Metrics and HR Analytics • Employee Turnover Analysis and Retention Strategies • Using Data to Improve Hiring and Workforce Planning • Case Study: Best Practices in Talent Management Reporting
0900 – 0930	Hands-On Workshop: Designing a Talent Management Strategy Identifying Organizational Talent Needs • Creating a Competency Framework for Key Roles • Developing a Talent Acquisition and Retention Plan • Presenting Strategy Proposals
0930 – 0945	Break
0945 – 1045	Case Study Analysis: Talent Management in the Petroleum Industry Reviewing Global Best Practices in Petroleum HR Strategy • Talent Management Success Stories in Energy Companies • Challenges and Solutions in Workforce Planning • Lessons Learned from Industry Leaders
1045 – 1130	HR Digital Transformation & AI in Talent Management How AI is Shaping Recruitment and Performance Management • Digital HR Platforms and Automation Tools • Using People Analytics for Talent Decision-Making • Future Trends in HR Technology
1130 – 1230	Managing Change in Talent Management Strategies Overcoming Resistance to Change in HR Processes • Communicating New Talent Strategies to Employees • Aligning Managers and Leadership Teams with HR Initiatives • Developing an Adaptable HR Workforce
1230 – 1245	Break
1245 – 1345	Employee Engagement & Retention Strategies Personalized Career Development Plans • The Role of Employee Feedback and Surveys • Strengthening Organizational Commitment through Recognition • Strategies to Reduce Turnover and Retain Key Talent
1345 – 1400	Course Conclusion Using this Course Overview, the Instructor(s) will Brief Participants about the Course Topics that were Covered During the Course
1400 – 1415	POST-TEST
1415 – 1430	Presentation of Course Certificates
1430	End of Course





Practical Sessions

This practical and highly-interactive course includes real-life case studies and exercises:-



Course Coordinator

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