

Develop Strategies for Talent Management (SFw HR)

Participants will be awarded the **Statement of Attainment** for HRS-PDV-5035-1.1 Talent Management upon successful completion of the course.

Course Objective

The course will address the skills and knowledge required to develop a talent management programme for high performers and/or high potential employees within organisations. It covers the systems and processes to facilitate talent identification and assessment.

Target Audience

Human Resource practitioners, executives and managers.

Course Outline

➤ Develop a talent management strategy

- Consult stakeholders to identify issues relating to talent management
- Review current tools and processes used for talent identification and development
- Determine strategy for managing talent in line with business needs

➤ Determine organisational talent capability

- Analyse the requirements of current and future roles to determine available and required talent pools
- Determine appropriate methods for assessing the capability and capacity of existing talent
- Review assessment outcomes to categorise talent within the talent pools

➤ Integrate talent management programmes with human resource and business functions

- Communicate the talent management programmes and objectives to stakeholders to gain their buy-in and support
- Review the alignment of the talent management programmes with other human resource programmes
- Support line managers to implement the talent management programmes

Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions & presentation, facilitation and sharing, critique & review.

- ❖ **50% Course Fee Subsidy, capped at \$15/hr (SC aged ≤ 39/SPR)**
- ❖ **90% Course Fee Subsidy, capped at \$50/hr (SC aged ≥ 40/ SMEs)**
- ❖ **Absentee Payroll**
90% of hourly basic salary, capped at \$10/hr. Eligibility period: 1 May – 31 Dec 2020

SME	NON-SME	SELF-SPONSORED	Full Course Fee	Training Grant	Amount Payable
- All SC & SPR	- SC aged ≥ 40		\$556.40	\$468.00	= \$88.40
	- SC aged ≤ 39		\$556.40	\$260.00	= \$296.40
	- All SPR				

All prices stated are inclusive of 7% GST

SC : Singapore Citizen

SPR : Singapore Permanent Resident

: Not Applicable

SMEs : Defined as companies with:

(i) at least 30% local shareholding; AND

(ii) Group annual sales turnover of not more than \$100 million OR Group employment size of not more than 200 employees.

Funding Eligibility

In order to enjoy the funding, participants need to fulfill the following requirements:

1. Singapore Citizens or Permanent Residents (PR) of Singapore
2. Attain at least 75% course attendance
3. Successfully complete assessment & certified as competent
4. Has not enjoyed funding for the same course before.
Note: This course is equivalent to Develop Strategies for Talent Management (HR-TM-501E-0).
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

Please refer to SNEF website for available dates

Duration : 2 days, 9am to 7pm (18 hours)

Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg

Click on 'Training' and Course Category '**Human Resource / Industrial Relation**'

Enquiries:

Malar DID: 6827 6934 / Training hotline: 6827 6927

Email : malar@snef.org.sg / trg@snef.org.sg