




Certified Talent Management Professional

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Meirc
Training & Consulting

Why Attend

With the rise of the importance of integrated talent management systems, it is crucial that organizations design an effective and holistic talent management system; a system that is based on company's strategic directive and integrated with other HR functions and processes. Hence the rationale of this course. It was designed to enable HR professional understand what talent management systems are, shed the light on associated tools and design their own.

Course Methodology

The majority of the course time will be allocated to workshop. Participants will have the chance to analyze cases, explore and try tools design competency and assessment frameworks as well as lay the foundation for a talent strategy to be implemented by their company. Participants can bring along their tools and work on analyzing and amending those during the course.

Course Objectives

By the end of the course, participants will be able to:

- Design an integrated talent management system in accordance with company strategy
- Develop competency frameworks to serve as the basis for talent review, acquisition and development.
- Use effective and valid tools and techniques to assess the potential of talents
- Train, develop and coach talents using a wide range of impactful development methods
- Assess organizational readiness and develop a pragmatic road-map to establish an integrated talent management system

Target Audience

This course is targeted at those who are in supervisory and managerial positions including HR and talent management specialists with at least three years corporate experience. More specifically, this course is ideal for HR team leaders, HR managers and HR business partners as well as line managers.

Target Competencies

The competencies targeted in this course are;

- Talent management
- Strategic thinking
- Assessment and development centers
- Performance Management
- Succession Planning

Course Outline

- How do companies define talent?
 - Rationale behind talent management
 - The differentiation approach
 - The inclusive approach
 - Current challenges of talent management systems
 - Holistic and integrated talent management approach
- Guiding principles of talent management system
 - Strategy alignment
 - Implications on talent management system
 - Analysis of internal organizational environment
 - Strategy maps
 - Strategic objectives
 - Selection criteria
 - The language of competencies
 - Validity of assessment tools



- Career development concepts
- Internal consistency
 - Reliability of performance management system
 - Compensation differentiation
 - Cultural fit and the importance of diversity
- Talent management system first pillar: performance management scheme
 - Quantitative vs qualitative performance management systems
 - Differentiation between performance and potential
 - Defining potential
 - Value system approach
 - Competency based approach
 - Integrated approach
- Talent management system second pillar: talent review
 - Identification and validation criteria
 - Assessing proficiency, ability, drivers and personality
 - Assessment frameworks
 - Assessment and development centers
- Talent management system third pillar: The talent management program
 - Stages of career development (HRCI resources)
 - Integrated development and training approach
 - Stakeholders; the role of talents, management and HR
 - Tracking progress
 - Coaching talents
 - Succession planning charts
- Organizational readiness and the way ahead
 - Assessing the readiness level of your organization
 - Implications on HR department and processes
 - Talent acquisition branding and value proposition
 - On-boarding process
 - Retention strategies
 - Learning and Development
 - Creating a talent management strategy



Associations

HR Certification Institute (HRCI) : Meirc is an approved provider with the HR Certification Institute. Established in 1976, HRCI is an internationally certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. Today, more than 120,000 professionals worldwide proudly maintain their HR Certification Institute's credentials as a mark of high professional distinction. By successfully completing any Meirc program which is approved by HRCI, participants will earn credit hours essential for maintaining professional distinction of PHR®, SPHR® or GPHR®.



Society for Human Resource Management (SHRM) : Meirc is recognized by the Society for Human Resources Management (SHRM) as a Recertification Provider. This recognition implies that participants who attend any of the SHRM approved programs delivered by Meirc Training & Consulting will earn a number of Professional Development Credits (PDCs) which will help them maintain their certification in SHRM-CP or SHRM-SCP.



Meirc Professional Certificate (MPC)

MPC certified courses by Meirc Training & Consulting are designed for those willing to challenge themselves and go the extra distance. Participants who fully attend an MPC course and successfully complete the test on the last day, will receive a Meirc Professional Certificate (MPC), in addition to the one they receive for full attendance. MPC certificates are regionally recognized and can be quite valuable when applying for more senior roles within the organization or outside.



Location & Date

13 - 17 Oct, 2019

English

Dubai

Kempinski / Mall of the Emirates

Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2019

US\$ 5100

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003

This Meirc course is accredited by the HR Certification Institute (HRCI).

Credit Hours = 30



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
14 - 18 Jul, 2019	Certified Employee Relations Professional	English	Kuala Lumpur	US\$ 5100
21 - 25 Jul, 2019	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5100
21 - 25 Jul, 2019	Certified Training and Development Professional	English	Barcelona	US\$ 5100
28 Jul - 1 Aug, 2019	Career Development and Succession Planning	Arabic	Dubai	US\$ 4800
28 Jul - 1 Aug, 2019	Certificate in HR Auditing	English	Dubai	US\$ 5100
28 Jul - 1 Aug, 2019	Employee Engagement: Strategy and Practices	Arabic	Dubai	US\$ 4800
4 - 8 Aug, 2019	Certified Recruitment Specialist	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Barcelona	US\$ 5100
18 - 22 Aug, 2019	Certified Training Manager	English	Dubai	US\$ 5100
25 - 29 Aug, 2019	Strategic Human Resources Management	English	Dubai	US\$ 4800
1 - 5 Sep, 2019	Career Development and Succession Planning	English	Dubai	US\$ 4800
4 - 6 Sep, 2019	HR Business Partner	English	Beirut	US\$ 3600
8 - 12 Sep, 2019	Certified Training and Development Professional	Arabic	Dubai	US\$ 5100
8 - 12 Sep, 2019	Human Resources Management	English	Dubai	US\$ 4800
8 - 12 Sep, 2019	Workforce Planning and Budgeting	Arabic	Dubai	US\$ 4800
15 - 19 Sep, 2019	Certified HR Assessor	English	Dubai	US\$ 5100
15 - 19 Sep, 2019	Certified Instructional Design Practitioner	English	Dubai	US\$ 5100
15 - 17 Sep, 2019	Labor Law Workshop: Practical Applications	English	Dubai	US\$ 3600
15 - 19 Sep, 2019	Professional Skills for Human Resources Management	English	Dubai	US\$ 4800
15 - 19 Sep, 2019	Identifying Training Needs and Evaluating Training	English	Dubai	US\$ 4800
22 - 26 Sep, 2019	Excel Skills for HR and Admin Professionals	English	Dubai	US\$ 4800
22 - 26 Sep, 2019	Performance Management: Setting Objectives and Conducting Appraisals	English	Dubai	US\$ 4800
22 - 26 Sep, 2019	Recruitment, Interviewing and Selection	English	Dubai	US\$ 4800
29 Sep - 3 Oct, 2019	Certificate in Human Capital Planning	English	Dubai	US\$ 5100
29 Sep - 3 Oct, 2019	Certified Human Resources Professional: From Traditional HR Role to Business	English	Dubai	US\$ 5100



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
	Partner			
29 Sep - 3 Oct, 2019	Employee On-Boarding: Induction and Job Orientation Techniques	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Leadership Skills for HR Managers	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Strategic Recruitment, Interviewing and Selection	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Train the Trainer: From Design to Delivery	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Certified Compensation and Benefits Professional	Arabic	Dubai	US\$ 5100
13 - 17 Oct, 2019	Certified Employee Relations Professional	English	Dubai	US\$ 5100
13 - 17 Oct, 2019	Human Resources Management	English	Riyadh	US\$ 4800
20 - 24 Oct, 2019	Certificate in Competency Development and Implementation	English	Dubai	US\$ 5100
20 - 24 Oct, 2019	Certified Organization Development Professional	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Human Resources KPIs: Benchmarking HR Performance	English	Dubai	US\$ 4800
27 - 31 Oct, 2019	Career Development and Succession Planning	Arabic	Dubai	US\$ 4800
27 - 31 Oct, 2019	Certified Training and Development Professional	English	Dubai	US\$ 5100
27 - 31 Oct, 2019	Writing HR Policies and Procedures	English	Dubai	US\$ 4800
3 - 7 Nov, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	Arabic	Dubai	US\$ 5100
3 - 7 Nov, 2019	Certified Recruitment Specialist	Arabic	Dubai	US\$ 5100
3 - 7 Nov, 2019	Managing and Coordinating Training	English	Dubai	US\$ 4800
10 - 14 Nov, 2019	Certificate in HR Auditing	Arabic	Dubai	US\$ 5100
10 - 14 Nov, 2019	Certified Talent Acquisition Professional	English	Dubai	US\$ 5100
10 - 14 Nov, 2019	Employee Engagement: Strategy and Practices	English	Dubai	US\$ 4800
10 - 14 Nov, 2019	Identifying Training Needs and Evaluating Training	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Strategic Human Resources Management	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Workforce Planning and Budgeting	English	Dubai	US\$ 4800
17 - 21 Nov, 2019	The Certified HR Administrator	English	Dubai	US\$ 5100
17 - 21 Nov, 2019	Compensation and Benefits	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Employee Relations: Roles and	Arabic	Dubai	US\$ 4800



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
	Responsibilities			
17 - 21 Nov, 2019	Job Analysis and Evaluation Workshop	English	Dubai	US\$ 4800
24 - 28 Nov, 2019	e-HR: Modern Trends and Applications	English	Dubai	US\$ 4800
24 - 28 Nov, 2019	HR Business Partner: Roles, Responsibilities and Competencies	Arabic	Dubai	US\$ 4800
24 - 28 Nov, 2019	Learning and Development: Tools and Strategies	English	Dubai	US\$ 4800
1 - 5 Dec, 2019	Certified Master Trainer	Arabic	Dubai	US\$ 5100
1 - 5 Dec, 2019	Recruitment, Interviewing and Selection	Arabic	Dubai	US\$ 4800
8 - 12 Dec, 2019	Certified Organization Development Professional	English	Dubai	US\$ 5100
8 - 12 Dec, 2019	Human Resources Management	Arabic	Dubai	US\$ 4800
15 - 19 Dec, 2019	Career Development and Succession Planning	English	Dubai	US\$ 4800
15 - 19 Dec, 2019	The Certified HR Administrator	Arabic	Dubai	US\$ 5100
15 - 19 Dec, 2019	Certified Recruitment Specialist	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	Certified Training and Development Professional	Arabic	Dubai	US\$ 5100
22 - 26 Dec, 2019	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5100
22 - 26 Dec, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Dubai	US\$ 5100
29 Dec - 2 Jan, 2020	Human Resources Management	English	Dubai	US\$ 4800



Meirc Timeline

