

# Talent Management and Succession Planning – An Evidence-Based & Integrated Methodology



**VIRTUAL TRAINING**

**27 October  
9.00am-4.00pm (SGT)**

**Book  
now**  
to save much more  
off the Regular  
Price!

## LEARN HOW TO

- Be aware of the global trends in talent management and succession planning
- Apply personality theory in identifying talent profiles
- Integrate talent management and succession planning into a talent pipeline
- Obtain buy-in and support from stakeholders on the talent strategy
- Evaluate effectiveness of talent strategy

## ABOUT YOUR COURSE TRAINER

### Tham Chien Ping (CP)

SHRM-SCP, IHRP-SP, MCIPD, GRP, South-East Asia & Start-Up HR Leader

- Asian HR Leader based in Singapore with more than 10 years of combined experience in HR Business Partnering, Learning, Talent and Organisation Development locally and regionally in Asia.
- Worked in various HR roles in the Singapore Civil Service, Multi-National Corporations (IT, Medical, Insurance Brokerage & Professional Services), Banking & Finance Institutions and high-growth technology-driven start-ups.
- Active with HR professional bodies in US (SHRM), UK (CIPD), Singapore (IHRP and SHRI) and Australia (AHRI), contributing to the HR profession in both voluntary and paid roles as a content developer and reviewer, committee member (ethics and continuous professional development), mentor, career coach, adjunct lecturer and trainer.
- As a Singapore Certified Management Consultant by TÜV SÜD, he also provides ad-hoc HR consultancy and advisory services to companies based in Singapore.
- Since 2019 CP is the Master Facilitator and Representative for SHRM in South-East Asia.



## PAST TESTIMONIALS OF THE COURSE TRAINER

*“Very passionate and humble lecturer who is willing to be challenged and is agile to adjust.”*

*“Trainer is very experienced and can give many examples. He kept the class very lively throughout.”*

*“Enjoyed the delivery method conducted by CP. Useful for application in workplace.”*

*“The lecturer is very approachable and knowledgeable.”*

*“A welcome departure from lectures, theory-heavy learning. Flipcharts, role-play and working through a live scenario created buy-in, understanding of process and motivation.”*

## COMPANIES THAT HAVE BENEFITED FROM TRAINER’S EXPERTISE

- |                        |                        |
|------------------------|------------------------|
| • Continental AG       | • CrimsonLogic         |
| • DBS Group            | • Orange Tee&Tie       |
| • OCBC Group           | • CPF Board            |
| • Lazada               | • Toyota Asia          |
| • Willis Towers Watson | • Boehringer Ingelheim |

## WHY YOU SHOULD ATTEND

Since the 1990s, globalisation and the advancement of technology have given many businesses the opportunities to expand rapidly around the world. While some succeeded in riding the wave early on, many failed to sustain the growth despite their best efforts. McKinsey was among the first global consultancy firm to identify the missing factor, and they coined the term “*war for talents*” to illustrate the importance of talent management and succession planning in any business planning to grow in the 21st century.

While talent management and succession planning programs are no longer new to many companies, many such programmes are nothing more than just yearly exercises that business leaders have to take time to participate in. Often, there is no clear and objective ways of selecting the talents. This, coupled with the lack of clarity in actual career progression of the talents, often result in much time and money spent in training the talents but little or no actual succession.

Many CEOs today still worry about not having the right people in place to grow their businesses and having to spend significant investments to bring in talents that might not fit into the organisation culture.

In these two parts programs, we will first explore an evidence-based approach in identifying talent, leveraging on the use of psychometrics and a 360-feedback process to provide data that can be used to facilitate a robust selection process. Then, we will look at how the succession needs of the business can be determined, and how these needs can then be used to design an integrated talent development and succession roadmap for the identified talents.

During the program, you will be given an option to take an actual psychometric profiling assessment known as the Workplace Big5® to enhance your learning experientially. Workplace Big5® is used by Centre for Creative Leadership® (CCL) in their renowned leadership development programmes with leaders in the Fortune 500 companies, and in corporate leadership, learning and talent development programmes, such as those by Coca-Cola, Deloitte, Citibank and many others across all industries.

## WHO SHOULD ATTEND

- HR Leaders
- HR Business Partners
- L&D professionals
- Talent Acquisition
- Talent Development
- Organisation Development

## COURSE OUTLINE

TIME	AGENDA
<b>Part 1: Talent Identification Using Evidence-Based Approach</b>	
9.00am	<p><b>Aligning talent identification to your organisation's business strategy and objectives</b></p> <ul style="list-style-type: none"> <li>▪ Understanding that the foundation of successful talent management lies in its alignment to the business strategy.</li> <li>▪ Integrating talent assessment and development plans with the organisation's leadership competency model.</li> <li>▪ Talent review process versus psychometric assessments – which one works better?</li> <li>▪ Hands-on session on using a psychometric assessment (Workplace Big5®)</li> <li>▪ Gaining accurate and reliable insights into the alignment of a candidate/employee's character, capability, and motivation with your organisation's strategic requirements.</li> </ul> <p><i>10 minutes break included</i></p>
10.40am	<p><b>Evaluating the effectiveness of your talent identification approach</b></p> <ul style="list-style-type: none"> <li>▪ What are ways to evaluate the effectiveness of your talent strategy?</li> <li>▪ A look into the 360-feedback process.</li> </ul>
12.00pm	<b>Lunch break</b>
<b>Part 2: Integrated Talent Development &amp; Succession Planning</b>	
1.00pm	<p><b>Determining your organisation's succession needs and Designing an integrated talent development plans specific to your business needs</b></p> <ul style="list-style-type: none"> <li>▪ Identifying the most important roles in your organisation and establishing a talent pool of workers who are qualified to fill these key roles.</li> <li>▪ Defining the main responsibilities, competencies and requirements for each job, including personality traits that best suit the role.</li> <li>▪ Establishing criteria to assess candidates for high potential.</li> <li>▪ Tying your talent strategy and workforce plan to your business needs and strategy.</li> </ul> <p><i>10 minutes break included</i></p>
2.40pm	<p><b>Creating the succession roadmap for identified talents</b></p> <ul style="list-style-type: none"> <li>▪ Defining the skills, knowledge, experience, and personality expected of identified talents in their current role and what it will take for them to be ready for their next career move.</li> <li>▪ Using Workplace Big5® to conduct gap analysis to determine the help identified talents need now, what they need to do to be ready for the next level and how long it would take for each progression.</li> <li>▪ Creating tracks that help talents develop the skills and attributes they want while benefiting the company in the long-term.</li> </ul>
4.00pm	<b>End of training</b>

Talent Management and Succession Planning – An Evidence-Based & Integrated Methodology	
Format	Virtual training
Dates	27 October 2021, 9.00am – 4.00pm
Price Per Person	<p>Early Bird:  <b>USD 399</b>  (on or before 27 September)</p> <p>Regular Price:  <b>USD 499</b>  (after 27 September)</p>
Contact Person for Registration and Group Discounts	<p><b>Adrian Ray</b>  Senior Project Manager  Tel: +65 6423 0329  Email: <a href="mailto:adrianr@humanresourcesonline.net">adrianr@humanresourcesonline.net</a></p>
Amendment / Cancellation Policy	<ol style="list-style-type: none"> <li>1. All bookings are final.</li> <li>2. Should you be unable to attend, a substitute delegate is welcome at no extra charge.</li> <li>3. HR Masterclass Series cannot provide any refunds for cancellations.</li> <li>4. HR Masterclass Series reserves the rights to alter the programme without notice, including the substitution, amendment, or cancellation of trainers and/or topics.</li> <li>5. HR Masterclass Series is not responsible for any loss or damage as a result of a substitution, alteration, postponement or cancellation of the event.</li> </ol>

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As the training division of *Human Resources*, HR Masterclass Series takes a proactive role in organising a regional series of public and in-house training courses across Asia. Together with our conferences and awards shows, these courses form part of a complete suite of events specifically tailored for senior HR professionals.

Courses are conducted in a personalised and interactive workshop setting with practical case studies and exercises from our expert trainer. Delegates will take away global best practices, fresh ideas and customised solutions for implementation back in their organisations.

HR Masterclass Series is committed to being a trusted learning partner of HR practitioners throughout Asia.

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