HUMAN RESOURCES MANAGEMENT

HR41-3 Talent Management and Performance Systems

This comprehensive programme equips HR professionals, managers, and team leaders with the knowledge and practical skills required to manage talent effectively, enhance individual and team performance, and align workforce capability with organisational objectives. Participants will explore talent management frameworks, performance management approaches, employee development strategies, and succession planning practices that support organisational success and long-term workforce sustainability.

Course Information

Duration: 3 days

London (£3000): 15th June 2026, 3rd August 2026, 28th September 2026, 16th November 2026, 25th January 2027, 19th April 2027, 28th June 2027, 16th August 2027, 11th October 2027, 22nd November 2027, 6th March 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is designed for HR professionals, managers, and team leaders responsible for developing talent and managing performance. It is ideal for those seeking to implement effective performance systems, develop and retain talent, and create a culture of continuous improvement within their teams and organisations.

Course profile

Talent Management Principles

- The role of talent management in organisational success
- Workforce planning and alignment with business strategy
- Understanding how to identify, manage, and retain talent in line with organisational needs
- Understanding performance management systems and frameworks
- Aligning talent management practices with organisational objectives

Performance Management in Practice

- Setting effective goals and KPIs
- Conducting performance appraisals and reviews
- Delivering constructive feedback and coaching for growth
- Diagnosing and addressing underperformance and developing effective improvement plans
- Approaches to recognising and rewarding achievement to enhance employee engagement

Developing Talent and Driving Results

- Approaches to succession planning and career pathing to support future organisational and individual development
- Employee development strategies and learning interventions to enhance capability and performance
- Utilising data and analytics to monitor performance and evaluate impact
- Embedding a culture of continuous improvement and accountability across teams and organisations
- Creating a personal action plan to strengthen talent and performance management practices

Competencies

At the end of this course, delegates will be able to:

- Understand the principles and frameworks of talent management and performance systems
- Design and implement performance management processes aligned with organisational objectives
- Identify, develop, and retain talent to meet current and future organisational needs
- Apply effective coaching, feedback, and employee development techniques
- Explore how metrics and reporting tools can be used to monitor performance and inform continuous improvement

Course Booking

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