

# Talent Management Overview

*Talent management drives agency results when leaders use the right data to align business and people strategies.*

Participants: Agency leaders who participate in strategy development and implementation

Workshops Half-day	Core Competencies	Processes	Tools	Supporting Resources
1. Preparing for Takeoff: The Business Case for Talent Management	<ul style="list-style-type: none"> <li>Driving Business focus</li> </ul>		<ul style="list-style-type: none"> <li>Accountability Flow</li> <li>"Good to Great" Concepts</li> </ul>	Optional: Executive/Career Services Comparative Chart
2. The Art of Hovering: The Strategic View	<ul style="list-style-type: none"> <li>Leading agency performance through systems thinking</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Planning</li> </ul>	<ul style="list-style-type: none"> <li>Systems Model</li> <li>Tip Sheets: Process, Structure, Customer, Culture</li> </ul>	
3. Fasten Your Seat Belts for Landing: Workforce Planning	<ul style="list-style-type: none"> <li>Developing Strategy</li> </ul>	<ul style="list-style-type: none"> <li>Workforce Planning</li> <li>Succession planning</li> <li>Talent Review</li> </ul>	<ul style="list-style-type: none"> <li>Agency Guide to Workforce Planning</li> <li>Talent Review Support Packet</li> </ul>	Optional: Career Service Guidelines
4. Landing in the Talent Paradox: Readiness and Urgency	<ul style="list-style-type: none"> <li>Building concrete approach to talent management</li> </ul>		<ul style="list-style-type: none"> <li>Talent Management Index</li> <li>Stake-in-the-ground Statement</li> </ul>	



For details visit SLS website: [www.tn.gov/dohr/learning/learning.html](http://www.tn.gov/dohr/learning/learning.html)

