



## ***Talent Management Series Workshop Descriptions***

*To receive free consultation on how to bring Talent Management Series to your agency contact Karen Eddy or Trish Pulley*

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

### **Workshop 1:**

**Preparing for Takeoff: The Business Case for Leaders**—A half-day workshop where leaders begin to assess the readiness of their agency in creating talent management strategy.

Upon completion of this workshop, leaders will be able to:

1. Recognize that talent management is a leadership responsibility
2. Articulate the business case for talent management

### **Workshop 2:**

**The Art of Hovering: The Strategic View**—A half-day workshop where leaders gain insight into systems thinking approach and strategic planning.

Upon completion of this workshop, leaders will be able to:

- Apply a benchmarked systems-thinking approach to establish a context for talent management.

### **Workshop 3:**

**Fasten Your Seat Belts for Landing: Workforce Planning (WFP) Process**—A half-day workshop equipping leaders with a fundamental workforce planning.

Upon completion of this workshop, leaders will be able to:

1. Customize the workforce planning process to meet the agency need
2. Discuss the pros and cons of taking a competency approach to Workforce Plan
3. Write a Workforce Planning strategy
4. Evaluate the basic requirements of succession planning

#### **Workshop 4:**

**Landing in The Talent Paradox**—A half-day workshop where leaders put all of the knowledge and insights from the four workshops together to assess agency readiness.

Upon completion of this workshop, leaders will have:

- **Determined the agency's first step in talent management based on**
  - Knowledge and insights gained from workshops 1-4
  - Talent Index Assessment
  - Organizational readiness
  - Business urgency

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