



**Dr. Zaher B. Al-Abdo** PTST

Summary of the initial training material

# STRATEGIC TALENT MANAGEMENT

21 -22/08/2023 Istanbul - Turkey



# Who is the lecturer?



## Dr. Zaher B. Al-Abdo PTST

*Freelance Trainer | Honorary President of the Arab Management Organization*

*Innovative: MBI© theory, LeaderShip21© approach & ISS© strategy*

MBI, PDE, SMP, Kaizen, 6Sigma, BSC, BIC, KPIs, KSI

**Writer, Speaker, consultant**

**Assisting organizations improve performance & continuous excellence**

# Some of Dr.Zaher B. Alabdo Books



## MY PUBLISHED BOOKS

No.	Name of the book	Language
1	<a href="#">Beyond Institutional Excellence .. From Excellence to Supremacy</a>	English
2	<a href="#">Organizational Structure by Supremacy</a>	English
3	<a href="#">Leadership 21 and institutional excellence in a competitiveness environment</a>	Arabic
4	<a href="#">Administrative and financial corruption</a>	Arabic
5	<a href="#">Integration or death. Strategic Management by Integration</a>	Arabic
6	<a href="#">The Trilogy of institutional Excellence &amp; Management By Integration</a>	Arabic
7	<a href="#">Foundations of Management and Contemporary Managerial Thought.</a>	Arabic
8	<a href="#">The Strategic Management and Strategic Planning.</a>	Arabic
9	<a href="#">Circles of Control and Management.</a>	Arabic
10	<a href="#">ALL YOUR NEEDS TO PREPARE FEASIBILITY STUDIES.</a>	Arabic
11	<a href="#">ADVANCED SELLING SKILLS.</a>	Arabic
12	<a href="#">Marketing Research.</a>	Arabic
13	<a href="#">E-marketing.</a>	Arabic
14	<a href="#">Understand Your Subconscious Mind.</a>	Arabic
15	<a href="#">Concepts in strategic planning</a>	Arabic
16	<a href="#">Concepts in strategic management</a>	Arabic
17	<a href="#">Concepts in Management Fundamentals</a>	Arabic
18	<a href="#">Administrative thought and the most important administrative theories</a>	Arabic
19	<a href="#">Institutional guide for preparing the training plan</a>	Arabic
20	<a href="#">Institutional Supremacy Strategy .. Implementation Model and Road map</a>	Arabic
21	<a href="#">Foundations of strategic management and strategic planning</a>	Arabic

# Some of Dr.Zaher B. Alabdo Books



# Some of Dr.Zaher B. Alabdo Books



# Talent Management Strategy



Discuss and analyze

## Essential Building Blocks for your HR strategy - Let's Talk Talent's HR Explainer Series





Discuss and analyze

## What Is Talent Management Strategy?

You need to keep your business competitive.

- And hiring, training
- and retaining high quality employees is a vital part of success.



Discuss and analyze

## What Is Talent Management Strategy?

Developing a strategy for talent management involves every aspect of human resources.

- It includes **finding gaps** in your current workforce, recruiting employees, onboarding and training
- **and** helping them grow within your organization.



Discuss and analyze

## What Is Talent Management Strategy?

Successful talent management strategies **analyse and measure** progress at each step of the employee's life cycle to

- make sure you have the right workers
- to help your business succeed.

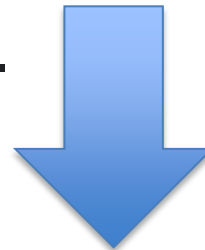


Discuss and analyze

## What Is Talent Management Strategy?

Successful talent management strategies meet similar criteria, and here are a 5 common attributes.

1. They define quantifiable objectives **and** desired outcomes.
2. They identify the needs **and** desires of your workforce.





## Discuss and analyze

### What Is Talent Management Strategy?

3. You can use metrics to track progress regularly.
4. They find behaviours and traits of talent that lead to exceptional outcomes.
5. They include tools, such as a human resource management system (HRMS), to formalize, organize and streamline talent management strategies

# Talent Management Strategy



Discuss and analyze

## What Is Talent Management Strategy?



# Talent Management Strategy



Discuss and analyze

## Why Is a Talent Management Strategy Important?

- Your overall business strategy **will drive** your talent management.
- Understanding what business objectives you want to achieve **will help you** find, train and develop the people needed to meet those goals.

# Talent Management Strategy



Discuss and analyze

## Why Is a Talent Management Strategy Important?

- **Strategy is** a guiding set of principles that can help you allocate resources.
- **It informs** decision making **and** maps the way to specific business goals.
  - **For example**, if a business strategy is to corner a new, younger market, you can craft a talent management strategy that includes recruitment, training and retention tactics that build and reinforce that goal.
  - Companies with thoughtful approaches to talent management consistently outperform their peers, boost productivity and face lower employee turnover rates.



# Break Time

# Talent Management Strategy



Discuss and analyze

What is Talent Management Definition, Process, and Strategy?



Talent Management Strategy by Dr Zaher B. Alabdo



What are **the 3 drivers of** a successful talent management strategy?

## 1. Rapid talent allocation

- Starting with recruitment, identifying skill or competency gaps in your workforce and filling them with qualified candidates is a vital part of any business.
- Efficient employee onboarding **helps** your employees reach full productivity quickly **and** makes the experience more positive for the new hires, as well as their teams.
- Adapting teams, training employees **and** keeping your workforce agile to meet new needs helps with your overall talent strategy.



What are **the 3 drivers of** a successful talent management strategy?

## 2. Positive employee experience

- **Clearly communicating goals**, providing the resources to accomplish them and trusting your employees can help improve your employee experience.
- Employees who are engaged at work **are more likely** to stick around, stay motivated and produce the best results.
- **It may take some trial and error to find** the right initiatives to boost your employee experience. And it will take the work of not just your HR team, but individual managers, internal communications and others who impact the workforce.



What are **the 3 drivers of** a successful talent management strategy?

## 3. Strategic HR team

- Consider a human resource management software solution. This can be the central hub not just for your HR team, but the entire workforce. **It can help with everything from employee reviews to hiring and onboarding** while providing workforce analytics to inform strategic decision making.
- **Make sure your HR team understands greater business objectives**. This will help them in decision making for which new hires to prioritize, onboarding tactics and training.
- The HR team can also track progress toward specific outcomes and goals for talent management including recruiting and employee turnover.

# Talent Management Strategy



Discuss and analyze

## The Talent Management Process

- Talent management **isn't a single moment** in time or something that's done once a year.
- Instead, **it's a process that includes** recruiting, training, managing, supporting **and** compensating your employees as they create value and drive your business toward goals.



# Talent Management Strategy



## The Talent Management Process

### 1. Talent Strategy and Planning

Anticipate labor needs, missing skills and competencies the business already has or can develop.



### 3. Selecting and Hiring

Coordinate with recruiting, human resources and the business function and communicate total compensation packages.



### 2. Sourcing and Recruiting

Attract and vet the candidates.



### 4. Developing

Begins at onboarding (typically an HR function) and includes immediate job-specific training, but extends to developing competencies that advance individual career goals aligned to business objectives.



### 5. Retaining and Engaging

Ongoing communication between employees and managers to keep work aligned with business goals. Compensation is tied to performance management and aligns with business performance.



### 6. Transitioning

Identify promising leaders for management tracks and promotions to meet long-term needs of business.





## The Talent Management Process

The process includes the following **6** steps.

### 1. Talent strategy and planning:

- Talent planning considers factors to anticipate labour needs, such as voluntary turnover rate, workforce management, demographics, succession planning, business priorities and budget.
- This involves identifying the needs, considering changes in the structure of the organization, the strengths of the current staff and preparing people for future roles.





## The Talent Management Process

### 2. Sourcing and recruiting:

- Recruiters work to attract highly qualified people they think will be good fit for the company.
- The recruiters then vet the candidates, gather key information and pass on the best-fit candidates to the hiring manager and their team for further interviews.





## The Talent Management Process

### 3. Selecting and hiring:

- This step involves careful coordination between recruiting, human resources and the business function in developing and communicating compensation packages.
- Once an offer is extended and accepted, the onboarding (typically an HR function) and training (a business function) begins.

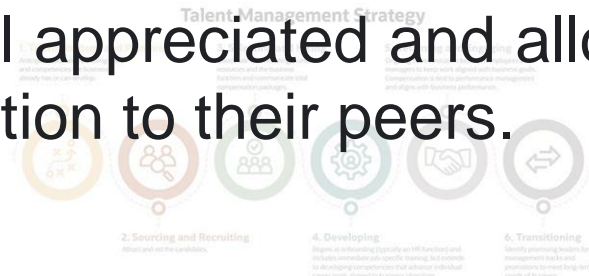




## The Talent Management Process

### 4. Developing:

- Training and developing the people you hired involves several functions working in concert.
- It begins at onboarding and includes immediate job-specific training but extends to developing competencies that advance individual career goals aligned to business objectives.
- Employee recognition programs are also helpful tools to help employees feel appreciated and allow them to thank and call attention to their peers.





## The Talent Management Process

### 5. Retaining and engaging employees:

- Managing performance and compensation is more than goal setting and performance reviews but encompasses ongoing communication between the employees and their managers to align work with strategic business goals.
- Engaging employees with challenging work while providing the support, tools and training they need to succeed can be a recipe for success.
- It keeps employees wanting to work for your company while they also have a high output. Compensation can be tied to performance management.





## The Talent Management Process

### 6. Transitioning:

- Think about succession planning and leadership development.
- Identify and train promising leaders for management tracks.





# Break Time

# Talent Management

## How to Create a Winning Talent Management Process?

Payroll is often companies' biggest cost. And without engaged, satisfied employees, your business will struggle. Consider how your talent management can help you meet company goals and attract new, high performing talent.





## How to Create a Winning Talent Management Process?

- A talent management strategy **is not easy to design.**
- Each organization's talent management strategy **will be unique to their business goals.**
- It should also be agile **to adapt to changing business needs and environments.**
- The best talent management strategies **look at historical, current and future business needs and** consider all **aspects of the employee experience.**

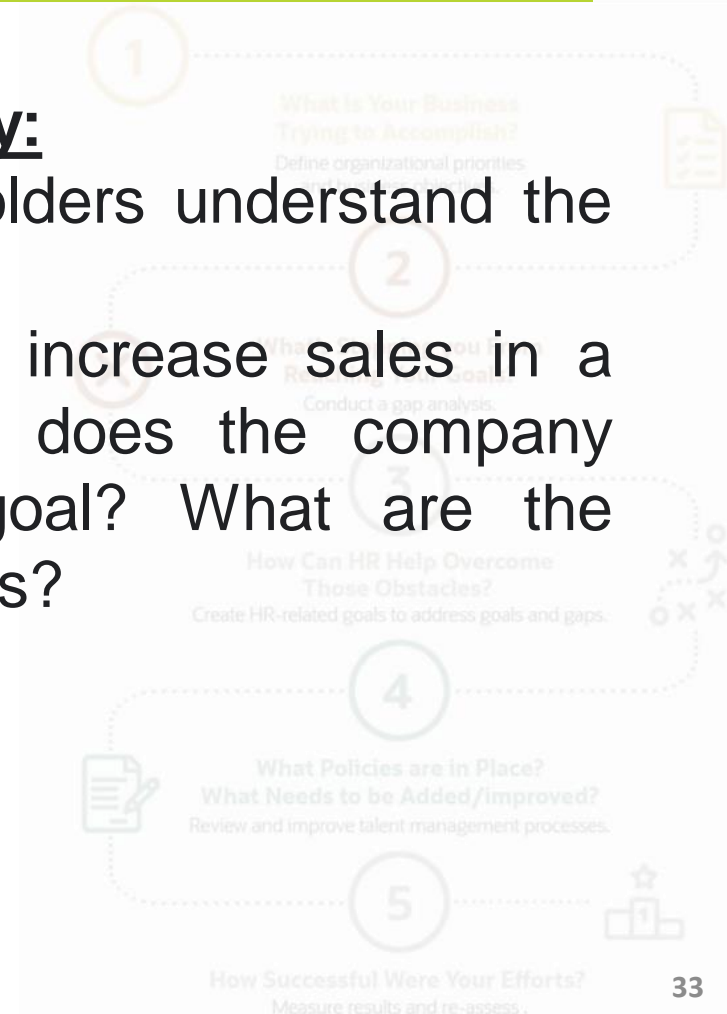
**Here are 8 common elements for your talent management.**



## How to Create a Winning Talent Management Process?

### 1. Start with the business strategy:

- Make certain that all stakeholders understand the business objective.
- For instance, is the goal to increase sales in a certain region? What talent does the company need to accomplish that goal? What are the barriers to achieving objectives?





## How to Create a Winning Talent Management Process?

### 2. Conduct a regular talent review:

- Determine **where gaps** in your workforce could hinder your success.

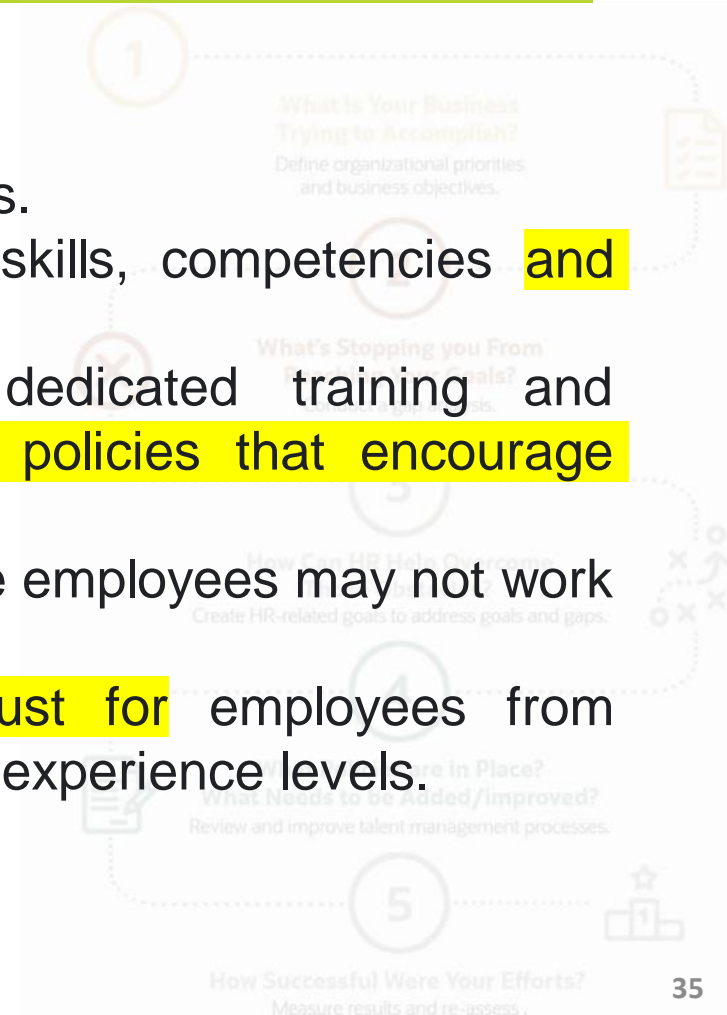




## How to Create a Winning Talent Management Process?

### 3. Build and refine:

- Continually adapt and improve plans.
- Look for current employees with skills, competencies and potential to do the work.
- Create talent pools, establish dedicated training and development budgets and create policies that encourage growth and development.
- Be mindful that what works for some employees may not work for everyone.
- Segment and alter plans to adjust for employees from different backgrounds, skillsets and experience levels.

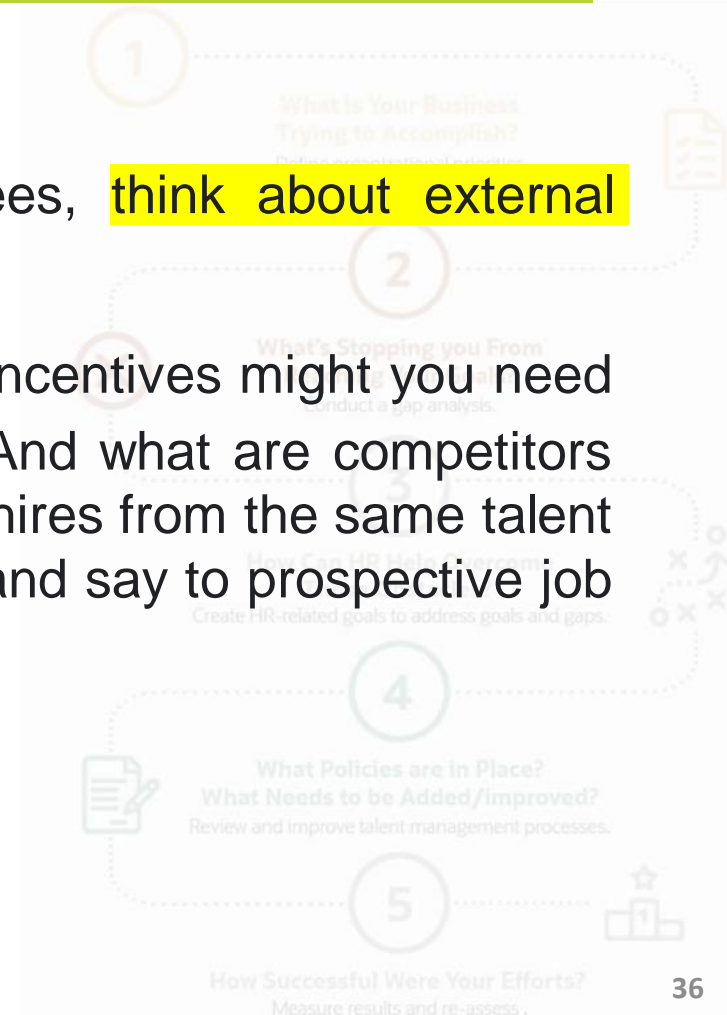




## How to Create a Winning Talent Management Process?

### 4. Attract the right candidates:

- If you need to hire new employees, think about external market forces.
- **Is** talent readily available? What incentives might you need to offer to attract the right talent? And what are competitors doing who are trying to attract new hires from the same talent pool? What does your employer brand say to prospective job candidates?





## How to Create a Winning Talent Management Process?

### 5. Put performance management processes in place:

- The authors of the book “One Page Talent Management” recommend simplifying this process as much as possible. As an example, many organizations use the “**SMART**” (specific, measurable, achievable, realistic and time-bound) acronym to track goals for individual bonus plans.
- The authors instead recommend using “**SIMple**” to track (specific, important, measurable) goals.
- **List goals in order of importance and make** performance management a regular interaction and not a once or twice a year event.



## How to Create a Winning Talent Management Process?

### 6. Help people perform at the best of their abilities:

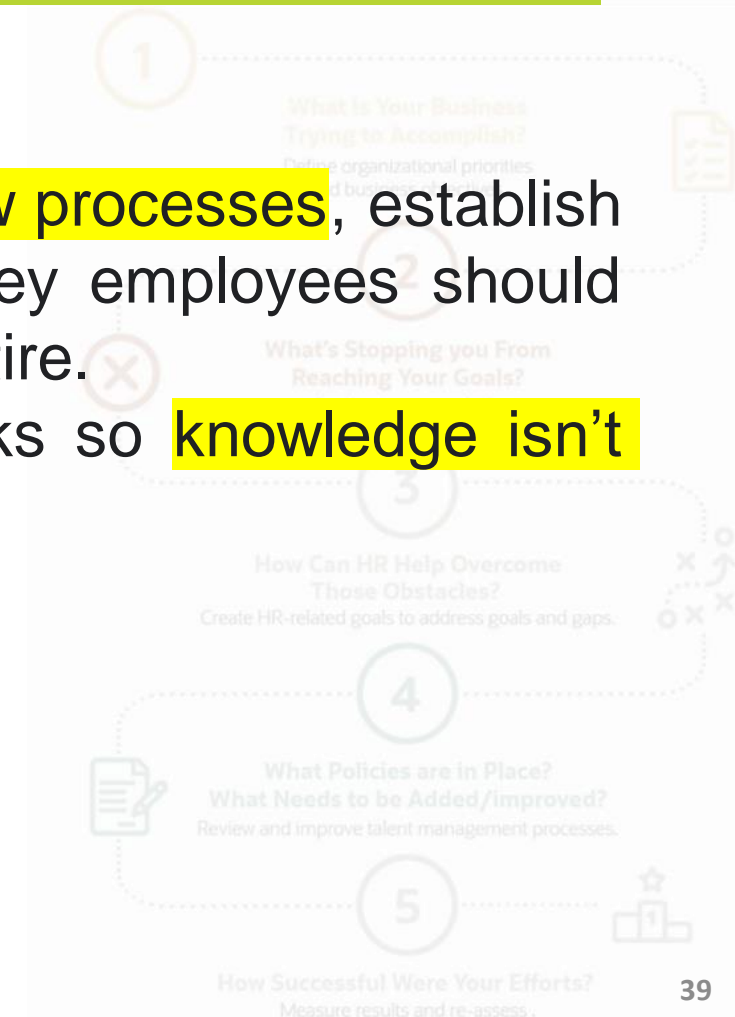
- The best talent management strategies **are agile**.
- **They can move people to** projects as needs arise and quickly change focus when those needs aren't there.
- Consider **using contract or freelance workers for short-term** or special projects.



## How to Create a Winning Talent Management Process?

### 7. Develop succession plans:

- Taking data from talent review processes, establish plans to train and replace key employees should they leave the company or retire.
- Cross-train on important tasks so knowledge isn't lost when people leave.





## How to Create a Winning Talent Management Process?

### 8. Use data to drive talent management decisions:

- When forming your talent management strategy, **build in key performance indicators (KPI) to track progress** and the effectiveness of certain efforts.
- **KPIs can be analyzed as one** part of evidence-based talent management approaches.
- **Evidence-based decisions tied to** specific business outcomes make for the most impactful talent management strategies.
- **Consider including data from your HR software,** as well as other financial goals as key benchmarks.

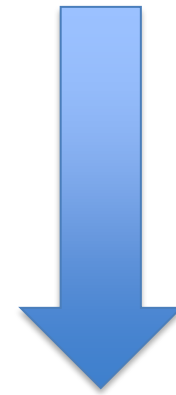


# Break Time



## The Key Elements of a Talent Management Strategy

- Your company will be more effective and agile if you base your talent management strategy off the needs, skills and competencies of your employees.
- Here are **6** important principles in meaningful talent management strategies.





## The Key Elements of a Talent Management Strategy

### 1. Strategy-driven:

- What you try to accomplish with your talent management should be informed by current and future business strategy and overall business goals.
- For example, increasing sales in a specific market may lead to hiring new salespeople in a certain region.



## The Key Elements of a Talent Management Strategy

### 2. Skills and competency-based:

- Instead of focusing on the jobs employees have, focus on the skills they have and the skills your company needs.

### 3. Performance-based:

- Analyze the performance of individuals and teams to and identify gaps in performance or barriers to achieving goals. It could be productivity needs to be increased or maybe work should be better prioritized to meet the goals.



## The Key Elements of a Talent Management Strategy

### 4. Agile:

- Talent management strategy must adjust to the business environment, the market for labour and business priorities.

### 5. Segmented and individualized:

- Talent management strategy should recognize that the needs of all employees aren't the same.
- How you interact with your sales team might be very different from how you interact with software developers, for example.



## The Key Elements of a Talent Management Strategy

### 6. Evidence-based:

- Base your decisions on data from your organization, such as output, performance and sales.
- Supplement it with information on industry best practices and benchmarking metrics where possible.

# Our Venues



UK Office  
337, Forest Road, London,  
England, E17 5JR  
Reg No: 12933954  
Ph: +44 7443 559344

Middle East – Head Office  
918, Blue Bay Towers,  
Al Abraj Street (Marassi Drive),  
Business Bay, Dubai, UAE  
Ph: +971 4 558 8245



# Thank You!

## Dr. Zaher B. Al-Abdo

Author, Trainer, consultant

Writer, Speaker, consultant

Assisting organizations improve performance, unique & continuous excellence