

# Talent Management Strategies for Achieving High Performance

*Vienna (Austria)*

*9 - 13 February 2026*

UK Training

# PARTNER



# Talent Management Strategies for Achieving High Performance

Code: LM28 From: 9 - 13 February 2026 City: Vienna (Austria) Fees: 4400 Pound

## Introduction

In an era of rapid transformation and intense competition, talent management has become a critical factor for achieving organizational excellence and sustainability.

Successful organizations today understand that investing in human capital and developing it is the most effective path to achieving high performance and strengthening competitive value.

This specialized training program offers a comprehensive, practical framework for talent management strategies – from attracting and recruiting top talents to developing and retaining them – ultimately linking them directly to organizational performance.

## Course Objectives

- Understand modern concepts in talent management and connect them to achieving organizational performance.
- Design and implement effective strategies for attracting, developing, and retaining talents.
- Integrate performance management with career path planning and human capital sustainability.
- Utilize advanced tools and technologies, such as predictive analytics and artificial intelligence, to support talent management decisions.
- Empower leaders to build a performance-driven culture and develop critical skills.

## Course Outlines

### Day 1: Introduction to Modern Talent Management

- The concept and importance of talent management in achieving organizational goals.
- The employee lifecycle and its role in talent planning.
- Global trends in talent management flexible work, artificial intelligence, digital transformation.

### Day 2: Attracting and Recruiting Talents

- Workforce planning and its connection to organizational strategy.
- Building an attractive employer brand.
- Smart recruitment using data and technology.

### Day 3: Developing and Retaining Talents

- Designing programs to develop critical skills and competencies.
- Succession planning and leadership pipelines.
- Career path management and employee motivation.

### Day 4: Linking Performance Management with Talent Management

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a gold pawn behind it. The text 'UK Training PARTNER' is overlaid on the image.

UK Training  
**PARTNER**

- Modern performance evaluation systems KPIs, OKRs, 360-degree feedback.
- Analyzing performance gaps and linking them to development plans.
- The role of leaders in driving high performance.

## Day 5: Advanced Tools and Techniques for Talent Management

- Predictive analytics and data management in HR.
- Applications of artificial intelligence in talent management.
- Building talent management success indicators and measuring ROI.

## Why Attend This Course? Wins & Losses!

- A comprehensive, practical methodology based on global best practices.
- Ready-to-use models and tools for immediate application within organizations.
- Delivered by trainers with extensive academic and practical expertise in talent and performance management.
- Prepares participants to develop actionable plans to achieve high performance.
- Flexible delivery: available both in-person and online to suit organizational needs.
- Post-training advisory support to ensure effective implementation.

## Conclusion

Building an integrated talent management system is a strategic investment that empowers organizations to compete and achieve sustainable growth.

Through this program, participants will transform modern theories and tools into practical practices that enhance human capital value and elevate organizational performance.

Join now and become a change leader and a key contributor to your organization's success.

A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a silver knight behind it. The board is checkered, and there are concentric circles in the background.

UK Training  
**PARTNER**



## Blackbird Training Cities

### Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### ASIA



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)  
(Kuwait)



Phuket (Thailand)



Shanghai (China)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City



Seoul (South Korea)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training  
**PARTNER**



## Blackbird Training Cities

### AFRICA



Kigali (Rwanda)



Cape Town ( South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients

 <p><b>MANNAI CORPORATION</b> MANNAI Trading Company WLL, Qatar</p>	 <p><b>GAC</b> UNE FILIALE D' EGA Alumina Corporation Guinea</p>	 <p><b>Booking.com</b> Booking.com Netherlands</p>	 <p><b>OXFAM</b> Oxfam GB International Organization, Yemen</p>	 <p><b>Capital Markets Authority</b> Kuwait</p>
 <p><b>Waltersmith</b> Waltersmith Petroman Oil Limited Nigeria</p>	 <p><b>QNB</b> Qatar National Bank (QNB), Qatar</p>	 <p><b>Qatar Foundation</b> Qatar</p>	 <p><b>AFRICAN UNION ADVISORY BOARD ON CORRUPTION</b> Tanzania</p>	 <p><b>KFAS</b> Kuwait Foundation for the Advancement of Sciences KFAS Kuwait</p>
 <p><b>Reserve Bank of Malawi</b> Malawi</p>	 <p><b>Central Bank of Nigeria</b> Nigeria</p>	 <p><b>Ministry of Interior Kingdom of Saudi Arabia</b> Ministry of Interior, KSA</p>	 <p><b>Mabruk Oil Company</b> Libya</p>	 <p><b>Saudi Electricity Company</b> KSA</p>
 <p><b>BPKH</b> Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia</p>	 <p><b>NATO Italy</b></p>	 <p><b>ENI</b> ENI CORPORATE UNIVERSITY, Italy</p>	 <p><b>GULF BANK</b> Gulf Bank Kuwait</p>	 <p><b>General Organization for Social Insurance</b> KSA</p>
 <p><b>Defence Space Administration</b> Nigeria</p>	 <p><b>National Industries Group (Holding)</b> Kuwait</p>	 <p><b>Hamad Medical Corporation</b> Qatar</p>	 <p><b>USAID</b> Pakistan</p>	 <p><b>STC</b> STC Solutions, KSA</p>
 <p><b>North Oil Company</b> North Oil company,</p>	 <p><b>EKO</b> EKO Electricity</p>	 <p><b>OMAN BROADBAND</b> Oman Broadband</p>	 <p><b>UNITED NATIONS</b> UN.</p>	 <p><b>Authority for Electricity Regulation, Oman</b> Authority for</p>

UK Training  
**PARTNER**

## Blackbird Training Categories

### Management & Admin

Entertainment & Leisure  
Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Elevation

### Technical Courses

Artificial Intelligence (AI)  
Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



 International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom

 +44 7401 1773 35  
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training  
**PARTNER**

