BLACKBIRD FOR TRAINING

Talent Management Strategies for Achieving High Performance

19 – 23 April 2027
Lagos (Nigeria)



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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

- 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.

