Strategic Talent Management for High-Performance Teams Training Course

02 - 06 Nov 2026

Lisbon

4500 € (Per Person)

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Course Introduction / Overview:

This intensive training course provides a comprehensive framework for integrating strategic talent management with the principles of building and sustaining high-performance teams. In today's competitive landscape, the ability to attract, develop, and retain top talent is directly linked to an organization's capacity for innovation and success. This program moves beyond theoretical concepts to offer practical, actionable strategies that bridge the gap between human resources functions and operational excellence. We will explore the complete talent lifecycle, from strategic workforce planning and acquisition to performance management, leadership development, and succession planning. Drawing on foundational concepts from thought leaders like Patrick Lencioni and his influential book, "The Five Dysfunctions of a Team," participants will learn to diagnose team health and cultivate an environment of trust, constructive conflict, and accountability. BIG BEN Training Center has designed this course to empower leaders and HR professionals to build a resilient organizational culture where both individuals and teams can thrive, ensuring that talent management becomes a core driver of business results and a sustainable competitive advantage.

Target Audience / This training course is suitable for:

- Team Leaders and Supervisors.
- Human Resources Managers and Professionals.
- Department Heads and Functional Managers.
- Project Managers and Program Leaders.
- Organizational Development Specialists.
- Executives and Senior Leaders involved in strategic planning.
- Talent Management and Acquisition Specialists.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceutical Industries.
- Engineering, Construction, and Manufacturing.
- Retail and Consumer Goods.
- Consulting and Professional Services.
- Governmental Bodies and Public Sector Organizations.
- Non-Profit and Educational Institutions.

Target Organizations Departments:

- Human Resources and Personnel Development.
- Operations and Production Departments.
- Project Management Office (PMO).
- Sales and Marketing Teams.
- Research and Development (R&D).
- Customer Service and Support.
- Information Technology (IT) Departments.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop a comprehensive talent management strategy aligned with organizational goals.
- Implement proven frameworks for building and leading high-performance teams.
- Master techniques for effective performance feedback, coaching, and employee development.
- Design and execute effective talent acquisition and onboarding programs.
- Analyze team dynamics and apply strategies to foster collaboration and resolve conflict.
- Create robust succession plans to build a strong leadership pipeline.
- Drive employee engagement and implement strategies to improve talent retention.
- Utilize talent analytics to make data-informed decisions about the workforce.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered. We believe that adult learning is most effective when it combines knowledge acquisition with practical application. This course utilizes a blended approach, incorporating expert-led presentations, real-world case study analyses, and dynamic group discussions that encourage peer-to-peer learning. Participants will engage in hands-on activities, including role-playing scenarios focused on performance coaching and conflict resolution, as well as team-based exercises designed to simulate the challenges of building a high-performance culture. A significant emphasis is placed on practical application, where participants will work on developing components of a talent management plan for their own organizations. Continuous feedback from the facilitator and peers is a core component, ensuring that learning is reinforced and that participants leave with tangible skills and a clear action plan to implement in their workplace. The learning environment is collaborative and supportive, fostering open dialogue and the sharing of diverse professional experiences.

Course Agenda (Course Units):

Unit One: Foundations of Strategic Talent Management

- The synergy between talent management and business strategy.
- Defining the components of a high-performance team.
- The complete employee and talent management lifecycle.
- Aligning HR initiatives with organizational objectives.
- Conducting a strategic workforce planning analysis.
- Understanding the role of organizational culture in performance.
- Key metrics for measuring talent management effectiveness.

Unit Two: Talent Acquisition and Effective Onboarding

- Developing a compelling employer brand and value proposition.
- Modern sourcing strategies for attracting top-tier candidates.
- Behavioral and competency-based interviewing techniques.
- Designing a structured and impactful onboarding experience.
- Integrating new hires into the team and company culture.
- The role of technology in streamlining recruitment and onboarding.
- Measuring the success of your talent acquisition efforts.

Unit Three: Performance Management and Employee Development

- Shifting from traditional appraisals to continuous performance management.
- Setting clear, motivating, and aligned goals (OKRs and SMART goals).
- Techniques for delivering constructive and developmental feedback.
- The manager's role as a coach and mentor.
- Creating personalized employee development plans.
- Identifying and nurturing high-potential employees.
- Linking performance and development to career pathing.

Unit Four: Cultivating High-Performance Team Dynamics

- Understanding the stages of team development (Tuckman's Model).
- Building a foundation of psychological safety and trust.
- Facilitating healthy debate and constructive conflict.
- Fostering commitment and mutual accountability within teams.
- Applying team role theories (e.g., Belbin) to optimize collaboration.
- Leadership styles that empower and motivate high-performance teams.
- Strategies for managing and leading virtual and hybrid teams.

Unit Five: Succession Planning and Talent Retention

- The strategic importance of succession planning.
- Identifying critical roles and key talent within the organization.
- Building and managing a robust talent pipeline.
- Developing future leaders through targeted programs and assignments.
- Key drivers of employee engagement and motivation.
- Conducting effective stay and exit interviews to gather insights.
- Creating a comprehensive talent retention strategy.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can an organization balance the need for standardized talent management processes with the unique developmental needs of individual high-performers within a team?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by providing a deeply integrated and holistic perspective, treating talent management and team performance not as separate HR functions but as two sides of the same strategic coin. While many programs focus on either talent systems or team dynamics, this course weaves them together, demonstrating how strategic hiring, development, and succession planning directly fuel the creation of high-performance teams. We move beyond simply presenting theoretical models; our focus is on the practical application of these frameworks in complex, real-world business environments. Participants will not just learn about Patrick Lencioni's dysfunctions; they will practice diagnosing and addressing them through interactive simulations. The curriculum emphasizes building a sustainable culture of excellence rather than offering temporary fixes. It equips leaders with the coaching, feedback, and strategic planning skills necessary to foster an environment where top talent is not only attracted but is also engaged, developed, and motivated to perform at the highest level, ensuring a long-term competitive advantage for the organization.