Integrated Talent Management and Organizational Development Training Course



09 - 13 Nov 2026

Cape town

4600 € (Per Person)

Ref: #TDD5809_257507

Course Introduction / Overview:

This comprehensive training course, offered by BIG BEN Training Center, delves into the critical intersection of integrated talent management and organizational development, equipping professionals with the strategic insights and practical tools necessary to build resilient, high-performing organizations. In today's rapidly evolving business landscape, effective workforce planning and strategic HR are paramount for sustained success. Participants will explore how to attract, develop, engage, and retain top talent while simultaneously fostering an adaptive organizational culture capable of navigating complex change management initiatives. Drawing upon the foundational principles articulated by renowned HR thought leader Dave Ulrich in his seminal work, "The HR Value Proposition," this course emphasizes the strategic role of human resources in driving business outcomes. It covers everything from talent acquisition and leadership development programs to performance management systems and succession planning, ensuring a holistic understanding of the talent lifecycle. The program also focuses on organizational effectiveness, exploring how to implement OD interventions that enhance employee experience, foster continuous learning, and promote organizational resilience. By integrating these two vital disciplines, BIG BEN Training Center ensures that participants gain a competitive edge in optimizing human capital and driving sustainable organizational growth from A to Z. This course is designed to empower HR professionals and business leaders to become architects of future-ready organizations, capable of thriving amidst disruption and leveraging human potential to its fullest.

Target Audience / This training course is suitable for:

- Human Resources Managers.
- Organizational Development Specialists.
- Talent Acquisition and Retention Managers.
- Learning and Development Professionals.
- HR Business Partners.
- Senior Leaders and Executives involved in strategic workforce planning.
- Change Management Leaders.
- Employee Engagement Specialists.
- HR Analysts.
- Consultants specializing in human capital and organizational effectiveness.
- Future Leaders aspiring to strategic HR roles.

Target Sectors and Industries:

- Government Agencies and Public Sector Organizations.
- Information Technology and Software Development.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Industrial Production.
- Retail and Consumer Goods.
- Telecommunications.
- Consulting Services.
- Education and Academia.
- Non-Profit Organizations.
- Energy and Utilities.
- Logistics and Supply Chain.

Target Organizations Departments:

- Human Resources Department.
- Organizational Development Department.
- Learning and Development Department.
- Talent Management Department.
- Strategic Planning Department.
- Operations Department.
- Executive Leadership.
- Change Management Office.
- Business Development Department.
- Employee Relations Department.

Course Offerings:

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

- Design and implement integrated talent management strategies aligned with organizational goals.

- Develop robust workforce planning models to anticipate future talent needs and skill gaps.
- Formulate effective talent acquisition and retention strategies to attract and keep top talent.
- Establish comprehensive leadership development programs and succession planning frameworks.
- Drive organizational effectiveness through strategic change management and OD interventions.
- Cultivate a positive organizational culture that fosters employee engagement and well-being.
- Leverage HR analytics to make data-driven decisions in talent optimization.
- Implement performance management systems that enhance employee productivity and growth.
- Develop competency frameworks for career development and skill enhancement.
- Act as strategic HR business partners, contributing to overall business success.
- Enhance organizational resilience and adaptability in dynamic environments.
- Foster a culture of continuous learning and innovation within their organizations.

Course Methodology:

BIG BEN Training Center employs a highly interactive and practical training methodology designed to maximize learning and immediate applicability. This course integrates a blend of engaging techniques, including dynamic presentations, group discussions, and collaborative teamwork exercises that encourage participants to share insights and learn from diverse perspectives. A significant component of our approach involves real-world case studies, allowing participants to analyze complex scenarios in integrated talent management and organizational development, apply theoretical concepts, and formulate practical solutions. Role-playing simulations provide a safe environment to practice new skills, such as leading change management initiatives or conducting performance reviews. We emphasize interactive sessions that promote active participation and critical thinking, ensuring a deep understanding of strategic HR and organizational effectiveness principles. Regular feedback sessions are incorporated to provide constructive guidance and reinforce learning, fostering continuous improvement. This hands-on approach, combined with expert facilitation, ensures that participants not only grasp the theoretical underpinnings of talent optimization and workforce planning but also gain the confidence and competence to implement these strategies effectively within their own organizations. Our methodology is geared towards transforming knowledge into actionable skills, preparing professionals to drive impactful change.

Course Agenda (Course Units):

Unit One: Strategic Foundations of Talent Management and Organizational Development

- Understanding the integrated talent lifecycle.
- Aligning talent strategies with organizational goals.
- The role of HR in driving organizational effectiveness.
- Introduction to strategic workforce planning and analytics.
- Building a resilient organizational culture.
- Ethical considerations in talent management.
- Future trends shaping talent and OD.

Unit Two: Attracting and Acquiring Top Talent

- Developing a compelling employer brand.
- Advanced talent acquisition strategies.
- Effective recruitment and selection processes.
- Onboarding for employee engagement and retention.
- Leveraging technology in talent acquisition.
- Diversity, equity, and inclusion in hiring.
- Measuring recruitment effectiveness.

Unit Three: Developing and Engaging the Workforce

- Designing impactful leadership development programs.
- Implementing robust performance management systems.
- Succession planning and talent pipeline development.
- Fostering a culture of continuous learning and skill development.
- Employee engagement strategies and well-being initiatives.
- Career development and internal mobility frameworks.
- Mentoring and coaching for talent optimization.

Unit Four: Driving Organizational Change and Effectiveness

- Principles of organizational design and restructuring.
- Leading successful change management initiatives.
- Organizational development interventions and diagnostics.
- Building high-performing teams and collaboration.
- Managing organizational culture and transformation.
- Conflict resolution and negotiation skills in OD.
- Measuring the impact of OD initiatives.

Unit Five: Advanced Topics in Integrated Talent Management and OD

- HR analytics and data-driven decision-making.
- Digital HR transformation and technology integration.
- Strategic HR business partnering for impact.
- Global talent management challenges and solutions.
- Building an agile and adaptive organization.
- Measuring return on investment for talent and OD programs.
- Crafting a personal action plan for implementation.

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:

In what ways can an organization effectively balance the need for immediate operational efficiency with long-term strategic investments in talent development and organizational resilience, especially in times of rapid technological disruption?

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

This training course distinguishes itself through its truly integrated approach, seamlessly blending the critical disciplines of talent management and organizational development into a cohesive framework. Unlike programs that treat these areas in isolation, BIG BEN Training Center emphasizes their symbiotic relationship, providing participants with a holistic perspective on human capital optimization and organizational effectiveness. We move beyond theoretical concepts by focusing on practical application, offering actionable strategies and real-world case studies that empower professionals to implement immediate and impactful changes. The curriculum is meticulously designed to address contemporary challenges, incorporating trending topics such as strategic workforce planning, HR analytics, digital HR transformation, and fostering organizational resilience. Our methodology prioritizes interactive learning, encouraging participants to engage in collaborative problem-solving and develop solutions tailored to their specific organizational contexts. Furthermore, the course draws upon the insights of leading academic thought, ensuring a robust and intellectually stimulating learning experience. This comprehensive and practical focus, coupled with our commitment to fostering a deep understanding of the strategic value of HR, positions participants to not only manage talent but to actively shape the future success and adaptability of their organizations.