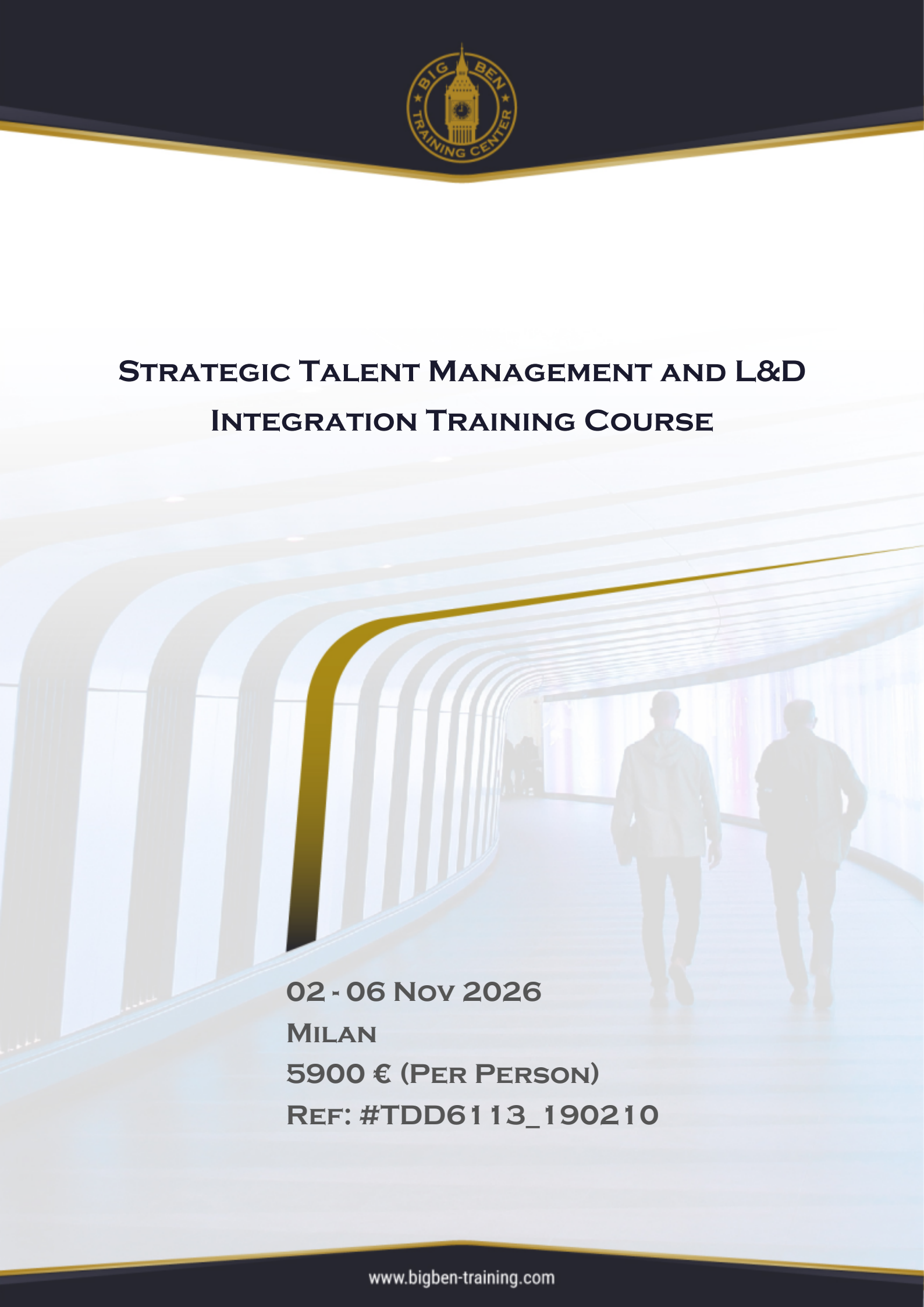
Strategic Talent Management and L&D Integration Training Course



02 - 06 Nov 2026

Milan

5900 € (Per Person)

Ref: #TDD6113_190210

Course Introduction / Overview:

This comprehensive training course provides a strategic framework for integrating talent management with learning and development (L&D) to drive organizational success. In today's competitive landscape, a disjointed approach to attracting, developing, and retaining talent is no longer viable. This program moves beyond traditional, siloed HR functions to present a holistic model where every stage of the employee lifecycle is strategically aligned with business objectives. Drawing on foundational concepts from thought leaders like Dave Ulrich, who championed the role of HR as a strategic partner in his book "Human Resource Champions," this course emphasizes creating a seamless talent ecosystem. Participants will explore how to build robust competency frameworks, design impactful L&D initiatives, and implement effective succession planning. At BIG BEN Training Center, we have designed this curriculum to equip professionals with the tools to not only manage talent but to cultivate a high-performance culture that anticipates future needs and fosters continuous growth, ensuring a significant return on investment.

Target Audience / This training course is suitable for:

- Human Resources Managers and Directors.
- Learning and Development Specialists and Managers.
- Talent Management Professionals.
- Organizational Development Consultants.
- HR Business Partners.
- Department Heads and Line Managers involved in talent decisions.
- Corporate Strategists and Planners.

Target Sectors and Industries:

- Information Technology and Services.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications.
- Governmental and Public Sector Organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources.
- Training and Development.
- Organizational Development.
- Strategic Planning.
- Operations Management.
- All departments with managerial responsibilities.

Course Offerings:

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

- Develop a comprehensive talent management strategy aligned with organizational goals.
- Integrate L&D initiatives seamlessly into the overall talent lifecycle.
- Design and implement effective competency frameworks for various roles.
- Create robust succession plans to ensure leadership continuity.
- Master techniques for identifying and developing high-potential employees.
- Align performance management systems with development and career pathing.
- Analyze training needs to design targeted and impactful L&D programs.
- Measure the return on investment (ROI) of talent and L&D initiatives.
- Foster a continuous learning culture that supports employee engagement and retention.
- Utilize HR analytics to make data-driven talent decisions.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, practical, and engaging, ensuring that participants can immediately apply their learning in the workplace. We employ a blended learning approach that combines expert-led presentations with hands-on activities. The course heavily features real-world case studies, allowing participants to analyze complex talent management and L&D challenges and develop strategic solutions. Collaborative group discussions and workshops encourage peer-to-peer learning and the exchange of diverse perspectives. Participants will engage in practical exercises such as designing a competency model, outlining a succession plan, and creating an L&D program proposal. Role-playing scenarios will be used to simulate difficult conversations related to performance management and career development. Our experienced facilitators provide continuous feedback and guide participants through a process of reflection and action planning, ensuring a transformative and impactful learning experience that goes beyond theoretical knowledge.

Course Agenda (Course Units):

Unit One: Strategic Foundations of Integrated Talent Management

- The Evolution of Talent Management and L&D.
- Defining the Link Between Talent Strategy and Business Strategy.
- The Employee Lifecycle as an Integrated Framework.
- Key Components of a Modern Talent Management Model.
- Conducting a Strategic Workforce Planning Analysis.
- Understanding the Role of Organizational Culture in Talent Strategy.
- Introduction to HR Analytics for Talent Insights.

Unit Two: Talent Acquisition and Performance Onboarding

- Developing a Strategic Sourcing and Attraction Plan.
- Competency-Based Interviewing and Selection Techniques.
- Creating an Employer Brand to Attract Top Talent.
- Designing a Strategic Onboarding Program for Long-Term Success.
- Integrating L&D from Day One of the Employee Journey.
- Setting Performance Expectations and Initial Goals.
- Leveraging Technology in Recruitment and Onboarding.

Unit Three: Performance Management and Career Development

- Designing Modern Performance Management Systems.
- Moving from Annual Reviews to Continuous Feedback.
- Building Competency Frameworks and Skill Inventories.
- Implementing Individual Development Plans (IDPs).
- Principles of Effective Career Pathing and Mobility.
- Coaching and Mentoring for Employee Growth.
- Managing Underperformance and Difficult Conversations.

Unit Four: Leadership Development and Succession Planning

- Identifying High-Potential Employees (HiPOs).
- Designing and Implementing Leadership Development Programs.
- The 9-Box Grid and Other Talent Assessment Tools.
- Creating a Robust and Transparent Succession Planning Process.
- Developing a Leadership Pipeline for Critical Roles.
- Strategies for Retaining Key Talent and Top Performers.
- The Role of Executive Sponsorship in Talent Development.

Unit Five: Strategic L&D and Measuring Impact

- Conducting a Comprehensive Training Needs Analysis (TNA).
- Aligning L&D Initiatives with Competency Gaps and Business Needs.
- Exploring Modern Learning Methodologies (70-20-10 Model, Blended Learning).
- Designing a Curriculum for a Continuous Learning Culture.
- The Kirkpatrick Model for Evaluating Training Effectiveness.
- Calculating the Return on Investment (ROI) of L&D Programs.
- Presenting the Business Case for Talent and L&D Investments to Stakeholders.

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 organizations effectively balance the need for standardized, equitable talent management processes with the growing demand for personalized, individual-centric career development paths?

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

This course distinguishes itself by its unwavering focus on the strategic integration of talent management and L&D, a critical synergy often overlooked in siloed training programs. While other courses may teach these subjects as separate functions, our curriculum is built on the principle that they are two sides of the same coin, essential for building a sustainable competitive advantage. We move beyond theoretical models to provide a practical, actionable roadmap for creating a seamless talent ecosystem, from strategic workforce planning to measuring the ultimate business impact of development initiatives. The content emphasizes data-driven decision-making, equipping participants with the skills to use HR analytics to justify investments and demonstrate value. Furthermore, the course addresses the nuances of fostering a genuine learning culture, rather than simply implementing training programs. By focusing on the holistic employee lifecycle and its direct alignment with overarching business goals, participants gain a C-suite perspective that empowers them to become true strategic partners within their organizations.