



Management  
Centre Europe®



# Talent Management Goes Agile

Developing the blueprint  
for agility in HR



# Talent Management Goes Agile

**Learn to integrate 'Business Agility' into HR and Talent Management practices to thrive in today's knowledge economy and changing business context.**

In the wake of an unprecedented rate of change, volatility and uncertainty for business, inconsistencies in talent management excellence are manifesting at an accelerating rate.

The traditional talent management approaches, most of which originate in the previous century, are no longer fit for purpose. Yet, it has never been clearer that everything can be traced back to talent management. Financial performance, new technological developments and digital organizations are all driven by talent as it creates momentum within the business.

Digital and agile ways of working are forcing us to rethink our conventional ways of doing. In fact, we notice that talent management practices in companies where the HR Strategy is aligned with the companies' core businesses, are starting to align to the concept of business agility too. As a result, talent management practices are moving away from long-range planning and 'waterfall' organizational change transformation models, to instead opt for nimbler talent management methods that allow them to adapt and innovate quickly.

## Who should attend?

If you are a senior HR generalist, Talent Manager, Organizational Developer, or Learning and Development Specialist and want to prepare your organization strategically for the rapidly changing world of work, this programme is for you.

This training programme can also help aspiring HR generalists and specialists to significantly upgrade their knowledge, skills and personal capabilities as talent managers to accelerate their organization's growth in a turbulent world.

Participation by a cross-section HR team of your organization will help your team gain synergistic value from the program.

The MCE Faculty is a seasoned HR professional executive who has deeply steeped in research and has successfully created practical integrated HR solutions in global companies within a range of industries.

**"Success today requires the agility and drive to constantly rethink, reinvigorate, react, and reinvent."**

*Bill Gates*

# How you will benefit

## How will you benefit?

We will bring you up to speed with the best HR practices of today and equip you with the mindsets, knowledge, skills and tools that will empower you to cope with the evolving world of work and new organizational forms.

This is an intense, challenging, developmental and fun 3-day training programme which constantly engages you in new thinking, using case studies from leading companies and the latest research findings.

## Participants can expect a mix of:

- Input modules imparting new knowledge and insights, tied in with relevant case studies
- Problem-solving an assignment of strategic value to your company in a peer assisted setting
- Active stimulation for peer groups to continue active networking beyond the program

The programme is deeply steeped in practical learning from practitioners who are familiar with the daily situations of the participants and have successfully created practical integrated HR solutions in global companies within a range of industries.

## Why participate in an MCE programme?

### TOP PROGRAMME

Almost 400,000 participants have taken part in an MCE Open Enrolment programme.

### PRACTICAL

Pragmatic approach to learning - learn today, apply tomorrow.

### FACILITATORS

MCE's Facilitators are experts in their field with extensive business experience.

### INTERNATIONAL

Global best practice and networking with peers from across EMEA.

### RECOGNISED

MCE is a top ranked learning provider with a unique offering in Leadership Skills and Business Acumen.

### RECOMMENDED

95% of our clients would come back for another programme and recommend MCE.

# What will you learn and practise?

This 3-day training programme is highly interactive, you will discover new ways of doing business and more nimble ways of recruiting, developing and evaluating talent.

## Laying the Foundation for Agile Talent Management

- The Future of Work: Take a look at the dynamic new environment in the business landscape, zooming in to pay attention to Talent Management
- Revision of trends we can extrapolate for the future as forces for change
- Business Agility: Briefly looking at the concept and principles of agile organizations and ways of working, illustrated with real life case studies and methods used in agile working
- Why is traditional talent management no longer fit for purpose? The business case for fluid, flexible, agile talent management. Building a vision for the future
- New and emerging ways of talent management – shifting new talent management capabilities for the future. Application to performance management

## Talent Management Goes Agile

- Agile application to talent acquisition
- Agile application to succession management
- Agile application to learning and development
- Agile application to employee engagement
- Leadership in the Digital Age: What leadership qualities need to be nurtured for the digital age?
- Evolving HR and Talent Functions: New qualities for Human Resources and After Training Work
- Coaching session on company projects – peer support and assistance
- Find solutions for open implementation issues

## Booking details

 **Duration** 3 Days

 **Price** €3,450



**ALSO AVAILABLE AS AN  
IN-COMPANY PROGRAMME**

## Register Now

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 **www.mce.eu**