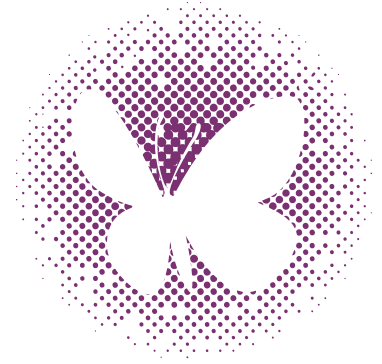


# Client Case Study:



## Managing Talent and Succession Planning

The Cultural Change Company was invited to deliver a Managing Talent and Succession Planning course for future HRM Leaders. The course was part of the master's programme offered by The University of Strathclyde Business School and involved over 70 participants. The course was delivered over 4 days as part of the client's Spring School Calendar.

This course provided an introduction to the dynamic field of Talent Management with a focus on both strategic and operational management concerns. Integral to talent management as a guiding theme the course addressed aspects of talent management practice such as succession planning, talent identification, talent development, talent attraction and retention, coaching talent and building a talent management culture. We worked in partnership with the Business School and with The Mindful HR Centre to deliver on the following learning outcomes:

- **Demonstrating an understanding of the concept of 'talent' in an organisational human resource setting.**
- **Recognising the challenges in identifying, sourcing, managing, developing and retaining talented employees in an organisational setting.**
- **Understanding the principles of succession planning and relate these to a talent management context.**
- **Recognising the relationship between culture and talent management.**
- **Understanding the practical and ethical issues faced in the implementation of a talent management strategy.**
- **Appreciating the concept of The Learning Organisation in relation to talent management.**
- **Understanding the role of coaching and mentoring in succeeding with a managing talent strategy.**
- **Having a broader conceptual appreciation of a systems approach to talent management synthesising different ideas and practices.**

The broad aim of this programme was to establish firm talent management skills that participants could apply productively to the challenges facing their employers.