

# Course : Identify and develop talent and potential

managing the approach

*Practical course - 2d - 14h00 - Ref. HAP*

*Price : 1360 € E.T.*

Nouvelle édition

In HR, the aim of talent management is to ensure the long-term effectiveness of employees within the company, by putting them in the position where they perform best. You'll learn how to assess potential objectively and orchestrate their development and retention.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Identify challenges and new practices in talent and potential development
- ✓ Provide a method, tools and evaluation criteria for objective decision-making
- ✓ Preparing for succession and ensuring the company's growth and longevity
- ✓ Implement a talent policy adapted to the company's organization and development strategy.

## Intended audience

HR Directors, HR Managers, Employment, Mobility and Careers Managers, GPEC Managers, Executives.

## Prerequisites

Basic knowledge of HRM.

## Practical details

### Hands-on work

Discussions, work in sub-groups on case studies, practical analysis of the situation in their company.

### Teaching methods

Discovery sessions, knowledge input, case studies, experience sharing.

### PARTICIPANTS

HR Directors, HR Managers, Employment, Mobility and Careers Managers, GPEC Managers, Executives.

### PREREQUISITES

Basic knowledge of HRM.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## Course schedule

### 1 Identify the function's strategic challenges

- Anticipate strategic changes.
- Focus HR management on strategic skills management.
- Position the HR function as a business partner.

### 2 Distinguish between the concepts of assessment and potential

- Distinguish between the concepts of resources, people and key skills, performance and potential.
- Learn about current practices for identifying potential and talent.

#### Hands-on work

Sharing experiences and debating the pros and cons of different practices.

### 3 Identify strategic resources

- Constructing and adapting skills-based reference systems.
- Create a grid to identify potential, high potential and talent.

### 4 Organizing the process: cross-functional management and communication

- Tailor your talent management strategy to your company's maturity and objectives.
- Choosing an internal communications and mobilization strategy.
- Involve managers in the HR development process.

#### Hands-on work

Based on a company's strategic elements, participants will identify key resources.

### 5 Leading the process: conducting staff reviews

- Preparing the event: who leads, what documents?
- Learn how to conduct a People Review.
- Identify specific maintenance procedures.

### 6 Developing potential and attracting talent

- Distinguishing potential from high potential and talent.
- Build individualized career paths.
- Suggest managerial follow-up and training plans.
- Capitalize on and transfer knowledge.

#### Hands-on work

Participants will identify the stages, tools, players, methods and timetable for a staff review.

## TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

## TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

## ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 7 Retaining potential and talent

- Give visibility and perspective.
- Choose the right remuneration systems.
- Identify young people's motivations for working.
- Promoting diversity, non-discrimination, intergenerational management...

### Hands-on work

Based on a given profile, participants will design the ideal routes.

## Dates and locations

### REMOTE CLASS

2026 : 19 Mar., 8 June, 17 Sep.

### PARIS LA DÉFENSE

2026 : 19 Mar., 8 June, 17 Sep.