

## Talent Management Mentoring Programme

---

Effective talent management is vital to deliver your business strategy and enable your business to thrive in response to unprecedented change and disruptive forces.



**If it is done right,  
Talent Management  
will give your business  
a lasting competitive  
advantage, enabling  
it to adapt and thrive.**

Effective talent management is not only about finding and keeping the best talent. It involves understanding and ensuring exceptional employee experiences and outcomes across the full talent life cycle, including hiring, retention, performance management, development, succession, organizational change, wellbeing and even exit.

Our Talent Management Mentoring Programme will enable you to clarify your talent strategy for the new world of work, taking account of your unique challenges and opportunities. James, our MD, will personally guide you on how to improve your company's talent processes, solutions, technologies, and outcomes, setting you up for lasting success.

### The target audience

---

The programme is designed for Talent, L&D and HR professionals and leaders from any organization who have responsibility for designing, implementing, and adapting their organization's talent strategy.

## What will the program cover?

The programme will provide you with the expertise, skills, tools, and confidence to improve your talent leadership, agility, and outcomes. It will also ensure you have a focused plan for how to move forward in a way that will deliver strong and sustainable results for your business.

Your mentoring programme is customized to your unique needs and challenges, identified during the initial session with James. It typically covers:



### Talent strategy

What talent strategies and capabilities are required to deliver your organization's purpose and goals? How will you ensure your strategy is agile and responsive to growing uncertainty and change?



### Capabilities of a great talent leader

What capabilities and skills do you need to effectively lead the talent function/centre of excellence? What will you need to learn and adapt to ensure you are ready for the new digital age?



### Measuring talent outcomes

How can you track and measure talent progress and outcomes using accurate and insightful talent analytics?



### Technology

How can digital technology be used to accelerate and streamline your talent processes and outcomes? How can you select the most appropriate tech?



### Talent processes and solutions

What processes, solutions and tools are needed to deliver your strategy?



### Executive and stakeholder buy in

Who needs to support the strategy, what roles will they play and how can you gain their commitment?

## How much time will I invest?

We will arrange a series of 3 or 6 online mentoring sessions with you, each lasting 90-minutes. Sessions are typically once a month, with time for practice and guided self-managed learning in-between. To get the most out of each session, you will also be asked to do some pre-work.

(Additional sessions can be arranged after completing the initial programme.)

## What's included?

- Online mentoring sessions
- List of top talent management self-study resources (books, articles, and videos)
- Talent strategy planning templates

## What is the investment?

3-month Talent Mentoring Programme: **£1,750** excl. VAT

6-month Talent Mentoring Programme: **£3,000** excl. VAT

### James Brook, your mentor

James, has over 25 years' experience working with some of the world's most successful businesses to help them plan, deliver and adapt their talent, leadership, and organizational development strategies. He has led talent management functions in global companies and more recently, founded, and successfully grew an international talent assessment and development company which he sold in 2018.

James is an accomplished author and speaker on leadership, coaching, innovative talent management, positive organizations, and the future of work.

