

DEVELOPING ORGANIZATIONAL

TALENT








 **NOVEMBER 09, 2026**
09:00AM - 05:00PM

 **THE HANGOUT CO-WORKING SPACE**
Unit 2001, Tycoon Center, Pearl Drive,
Ortigas, Pasig City, Philippines

VP DECK &
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DEVELOPING ORGANIZATIONAL TALENT

We will cover how to build value from an intangible asset that is measured as a cost to the organization. To jumpstart, we will have an outline of how talent management is more than just identifying high potential for leadership development programs.

In this course, we will focus on learning more about high-potential candidates and creating value for them in order to produce or prepare them for leadership development programs. Aside from that, we will consider how we may leverage our "organizational capability" to generate competent employees, a clear leadership brand, and consumer connectivity with your organization.

Developing Organizational Talent (DOT) will assist leaders in helping people explore, find, and release their potential for the benefit of the business. This course challenges the limiting focus of standard talent management methods and gives practical strategies that line managers and human resource managers may take to optimize the cultivation of human potential within their organization.

DOT LEARNING TAKEAWAYS

- Talent managers must prepare for VUCA.
- Recognize the employee's potential and develop their strengths.
- Implement an effective, ongoing talent management strategy.
- Move employees to positions where they are better suited.
- Developing strategies to help teams grow and prosper throughout time that promote growth and develop a high-performing culture

BENEFITS OF TALENT MANAGEMENT

1. Talent Management can attract talents to organization
2. Talent management reduce ATTRITION
3. Better hiring
4. Talent Management boost the performance of employees
5. Talent Management increases organizational efficiency and profitability of the organization
6. Opportunity for better Career Development and Succession Planning



COURSE OUTLINE

DEVELOPING ORGANIZATIONAL TALENT

VUCA - UNDERSTANDING TODAY'S WORKFORCE ENVIRONMENT

IMPLEMENT AN EFFECTIVE TALENT MANAGEMENT STRATEGY

TALENT MANAGEMENT FRAMEWORK

- TALENT ACQUISITION
- DEFINE CRITICAL SKILLS NEEDED
 - Talent Development
- REFINE THE JOB
 - Designing Competency Model / Competency Inventory)
 - Organizational Capability, Organizational Culture
- INVEST IN THE RIGHT PEOPLE
 - Build, Buy, Borrow Bridge Framework
- ENGAGE IN THE RIGHT TALENT
 - Today's employees
 - What they consider in a job
- REWARD AND RECOGNIZE RIGHT
 - Strategic Choice for talents
 - Building a High-Performance Culture

HOW STRATEGY WORKS

Strategy Vs. Planning

Play to Win

Leaders Role in the Strategy

ATTRACT, ENGAGE, & RETAIN MILLENNIALS AND GEN Z'S

MEASURING OF TALENT MANAGEMENT

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Take charge of your professional and personal development and ensure 2026 is the year of transformation! Ready to get started?

We Offer Solutions. We #BridgeTheGap

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