Strategic Talent Management: Talent Reviews, High Potentials and Retention

15 – 19 February 2027
Paris - Right Bank business hotel



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Ref: 13_8234 **Date:** 15 – 19 February 2027 **Location:** Paris - Right Bank business hotel **Fees:** 23500 SAR

Introduction:

Many organisations collect performance ratings and succession names every year, yet still lose key people unexpectedly, promote on familiarity and cannot say whether their talent investment is working. Strategic talent management closes that gap by linking talent decisions to business priorities and running them as one annual cycle. This Core Concept course equips HR and talent practitioners to segment critical talent, run calibrated talent reviews with the nine-box grid, develop high potentials, open internal moves and act on retention data. Participants leave with an Annual Talent Cycle Plan for their organisation.

Course Objectives:

- Translate business priorities into a talent strategy that identifies critical roles and talent segments
- Run talent reviews that place employees on the nine-box grid using agreed evidence and calibration rules
- Identify high-potential employees at every level and design development tracks that move them forward
- Convert talent review outputs into succession slates and internal mobility moves
- Diagnose regretted turnover and design retention actions for the talent segments most at risk
- Measure the talent system with talent analytics and ISO 30414 human capital metrics

Target Audience:

- HR managers responsible for talent processes across business units
- Talent management and organisation development specialists who design and facilitate talent reviews
- HR business partners who prepare line managers for calibration and talent decisions
- Learning and development managers responsible for high-potential programmes
- HR analytics and reporting practitioners who track workforce and talent metrics

Course Outline:

Day 1: Talent Strategy Foundations and Current-State Assessment

- Talent Strategy Alignment Canvas Linking Business Priorities to Talent Needs
- Talent Management Operating Cycle Map from Planning to Review
- Critical Role and Talent Segmentation Matrix
- Employee Value Proposition Gap Review for Key Talent Segments
- Talent Management Maturity Self-Assessment

Day 2: Talent Review Frameworks and Measurement Models

- Nine-Box Performance and Potential Grid Definitions and Placement Rules
- Potential Indicators Model: Aspiration, Ability and Engagement
- Talent Profile Template and Evidence Pack Design
- ISO 30414 Human Capital Reporting Metrics for Talent
- Talent Risk Categories: Loss Risk, Readiness Risk and Capability Gaps

Day 3: Running Talent Reviews and Developing High Potentials

- Talent Review Meeting Agenda, Roles and Pre-Read Preparation
- Calibration Facilitation Techniques and Placement Challenge Questions
- High-Potential Programme Design: Selection Criteria and Development Tracks
- Succession Slate Construction from Talent Review Outputs
- Internal Mobility Rules and Talent Marketplace Matching

Day 4: Retention, Talent Analytics and Process Risks

- Regretted Turnover Analysis by Talent Segment
- Stay Interview Guide and Retention Action Plan
- Talent Analytics Dashboard: Mobility Rate, Bench Coverage and Regretted Attrition
- Rater Bias Controls: Recency, Leniency and Central Tendency Checks
- Talent Hoarding and Manager Release Barriers Diagnostic

Day 5: Case Work and the Annual Talent Cycle Plan

- Multi-Sector Case: Calibrating a Talent Review Data Set
- Technical Function Case: Responding to Rising Regretted Attrition
- Own-Organisation Talent Scorecard Build
- Annual Talent Cycle Plan Drafting
- Peer Review Panel and Plan Defence

Skills You Will Gain:

- Talent Segmentation
- Talent Review Facilitation
- Performance and Potential Calibration
- High-Potential Identification
- Internal Mobility Planning
- Retention Risk Analysis
- Talent Analytics
- Human Capital Reporting

Why Attend This Course:

- Return with an Annual Talent Cycle Plan that has already been challenged by a peer review panel
- Run your next talent review with clear placement rules, a prepared evidence pack and fewer disputed ratings
- Spot which key people are likely to leave and which retention actions fit each talent segment
- Compare talent review and mobility practice with HR practitioners from other sectors and countries

Conclusion:

Talent decisions carry weight only when they are made on consistent evidence and followed by action. The course moves from setting a talent strategy and segmenting critical talent, through review models and human capital metrics, to calibrated talent reviews, high-potential development, internal moves and retention analysis. The final day applies that material to cases from several sectors and produces an Annual Talent Cycle Plan that participants can put before their HR leadership team and line managers.