



**UNIVERSITY
OF MALAYA**

CENTRE for CONTINUING EDUCATION



MANAGING **TALENTS** **and** PERFORMANCE

Organizations that capture, harness, and develop their human capital will flourish and succeed over the long term. The organizations success is determined by the performance of your people. Successful organizations are those that have an all-encompassing approach to talent and performance management who are able to link tools, systems, people and processes together to motivate employees to work at their peak, keep them aligned with the culture and corporate objectives, and build future leaders throughout the enterprise. This course focus to help you develop a greater capacity and a comprehensive approach to managing talent and performance using tools, strategies, and best practices to effectively manage your most important resource. In addition, this course increasingly, the one true competitive advantage an organization possesses is its ability to manage its pool of talent. This course will help you broaden your knowledge in the wide-sweeping area of talent and performance management.

COURSE OUTCOME

At the end of this programme, participants will be able to:

- ✓ Identify or establish organizational metrics that will be used to assess business impact, program payback, technology, performance, productivity, cost optimization, adaptability, and workforce effectiveness. Identify appropriate dashboards that include "trending" indicators.
- ✓ Identify or establish the processes and technology to connect people to the right experts, information and applications for knowledge driven worker productivity. Includes Skill profiles of all employees
- ✓ having a strategy to recruit and sourcing the talent

COURSE OUTLINE

- ✓ Define talent and performance management.
- ✓ Discuss your role and the skills required in effectively managing talent and performance.
- ✓ Identify what drives the need for talent management in organizations today.
- ✓ Explore ways in which you can affect successful outcomes in each of the five components of the talent management process:
 - ✓ Performance Management
 - ✓ Explore each phase of the performance management cycle:
 - ✓ Performance Planning
 - ✓ Performance Coaching

