Strategic talent management

"Maximising potential through talent identification, engagement and planning"

	Level 1 At this level you'll understand	Level 2 At this level you'll understand	Level 3 At this level you'll understand	Level 4 At this level you'll understand
Talent approaches	Your organisation's approach to defining, developing and retaining talent	Different approaches to defining, developing and retaining talent on an individual and group level relevant to your role	Psychological, motivation and engagement tools and methodologies, and how to retain talent through differentiated talent offerings	How to develop and build the engagement of a talent strategy which meets the needs of the organisation
Talent identification	The tools your organisation uses to identify and predict talent	How to use data, insights and talent tools to identify and predict talent	How to use data, insights and talent tools to maximise the value of current and future talent for the organisation	How to leverage talent identification and predictive analytics to advance the workforce plan and people strategy
Talent populations	The different groups of talent that exist within your organisation	The approaches your organisation takes for different groups of talent	How to use data and insights to mobilise, track and review the value of different groups of talent	What talent groups are required to positively impact the organisation's performance and support the people strategy
Talent pools	Your organisation's approach to creating diverse and inclusive talent pools	How to enhance diversity and inclusion within - and access to - external and internal talent pools	How to create and manage talent pools and populations to meet future resourcing needs, and ensure they are inclusive	How to develop talent pools which foster inclusivity and diversity, and drive innovative and diverse thinking within the organisation
External talent pipelines	The benefits of using collaborative partnerships to create talent pipelines for your organisation	How to work with partners to identify talent pipelines which meet organisational needs	How to use partner pipelines to improve organisation performance	How to leverage partner pipelines to create long-term value for the organisation

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Talent development programmes	The benefits of development programmes and learning opportunities for different talent groups	Your organisation's approach to high potential diagnostic and development programmes as well as experiential opportunities	How to design high potential diagnostic and development programmes, and the role of line management and coaching in experiential learning	Strategies to ensure talent development programmes deliver value for the organisation
Succession planning	Succession and contingency planning approaches in your organisation	How to carry out succession and contingency planning approaches	How to design flexible approaches to critical roles and succession planning in a constantly changing environment	How to develop strategies around critical roles and succession planning which mitigate risk and support organisation success
Global talent	How to find out about local, regional and global approaches to talent in your organisation	Local, regional and global approaches to talent in your organisation	How to consider cultural and country differences when designing global approaches to talent	The value of global talent interventions in driving organisation performance
Talent and workforce planning	How the organisation's talent management approach supports the workforce plan	How to measure the impact of talent management approaches on the organisation's workforce plan	How to design talent management approaches which meet the needs of the organisation's workforce plan and people strategy	How to design an organisational approach to talent which drives the people and business strategy forward
Career pathways	The different career pathways across your organisation	How to create career pathways within different areas of your organisation	How to create organisation-wide career pathways which meet business needs	How to use professional and functional career pathways to progress the organisation's and Civil Service talent management strategy
EVP	The employee value proposition (EVP) in your organisation	How to communicate the EVP to attract and retain talent	How the EVP compares to other organisations seeking the same talent and how to position and tailor it	How to review and align the EVP with the employer brand, public perception and HR strategy