

# Talent Management 101: How to prepare for tomorrow's talent management demands

Leaders of tomorrow will need to be better skilled than the current leaders in your organization are...they will face more challenges, the pace will be quicker, competition will be greater and many organizations will operate more on a global level. In order to have the leadership talent that you'll need to respond to these challenges, you will need to build talent management processes that go deeper into your organization, and that start that process for people earlier in their careers. But the future begins now!

**Talent Management 101** will present valuable information about what you'll need to be able to do in your own organization to be ready for the future. And for HR professionals, what you'll need to be able to deliver as a strategic business partner to your organization.

The **Talent Management 101 workshop**, is an advanced workshop that brings alive the substantial research that has shed a light on best practices in talent management practices for today and tomorrow and what the essential elements of a talent management system are. The workshop explores why it is critical to build a Talent Management process in your organization and how to do it. We cover the essential components of talent management and how to build them into your business for effective processes such as succession planning. And we will show you why time is of the essence...why you must start now if you are going to be ready for the challenges that are right around the corner. No prior exposure to Lominger International's Leadership Architect® suite of tools is required, but is helpful.

## Participants will learn:

*What are the essential elements for talent management and how you build them into your organization. What we know from research about the need for them, and why they will be so critical to your success..*

- The current research presented in the Leadership Machine book and more myth-busting research in the 100 Things book that every leader needs to know
- How you can leverage that research into building key talent management processes in your own organization
- Implications of this research on some of your current beliefs and thinking about talent management and leadership development
- Why time is critical and there is no time to waste.
- A brief overview of some of the research-based and experience-tested tools available to help you
- Ultimately how to take this learning back to your organization and build your own talent management process

## Course details:

**One-day course:** Class hours are 8:30 AM – 4:30 PM

## **Who should participate?**

This is an advanced workshop for HR practitioners and other leaders who wish to learn more about why and how to build a talent management process in their own organization, regardless of what kind of an organization you are. No prior knowledge of the Lominger's **Leadership Architect**® suite is required.

**Dress:** Business Casual/casual – yes, jeans and sandals are okay (we mean it - this IS California after all!)

**Meals:** Coffee/tea, lunch and refreshments will be provided

## **Shipping:**

If you have flown to this workshop and you wish to ship your materials home rather than carrying them, boxes will be available at the end of the workshop. If you have a FedEx or UPS account - be sure to bring your account number to make that process easier.

## **Materials used in this course include:**

- *The Leadership Machine* book (© 2002)
- Leadership Architect® Research & Interpretation Placemats
- *100 Things You Need to Know: Best People Practices for Managers & HR* (© 2004)
- Workshop manual

Please note that participants may not share course materials. Each participant is required to use current products in this workshop.



*Talent management for today and tomorrow*



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## REGISTRATION FORM: 2009 Talent Management 101 Workshops

Feb 18    Mar 25    Apr 30    May 19    Jul 29    Oct 21    Dec 3

Name: \_\_\_\_\_ Organization: \_\_\_\_\_  
 Title: \_\_\_\_\_ Department: \_\_\_\_\_  
 Address: \_\_\_\_\_ Email: \_\_\_\_\_  
 \_\_\_\_\_ Phone: \_\_\_\_\_  
 City \_\_\_\_\_ FAX: \_\_\_\_\_  
 State: \_\_\_\_\_ Zip: \_\_\_\_\_ Website: \_\_\_\_\_

**Registration:** Early course fee of \$799.00 payable to: **The Crawford Group. Registration form and fee must be received four (4) weeks prior to course date to get discounted rate.** Individuals who register after the 4 week prior deadline date will pay the regular price of \$1000.00 for this workshop. Fees are due and payable at the time of registration. Email or fax the registration form. You may pay for your registration fee with a credit card via PayPal on our website, or mail your check to: The Crawford Group, PO Box 131284, Carlsbad, CA 92013. For business checks, please be sure to include the name of the course and participant on/with the check

**Materials Fee:** Approximately \$150.00 plus tax and shipping. **Once your registration and fee have been received, we will order your materials directly from Lominger International.** Materials will be shipped to The Crawford Group and brought to the course site for you. Lominger International will charge your credit card directly for the materials ordered. Please provide your credit card information.

**Credit Card:**      \_\_\_ VISA      \_\_\_ MC      \_\_\_ AmEx

**Account #** \_\_\_\_\_

**Name on the Card** \_\_\_\_\_

**Expiration Date:** \_\_\_\_\_

**Trainer:**                    **Lisa Crawford will be the trainer for this workshop**

► Please complete this registration form and **FAX it to The Crawford Group at 253.679.5625** to hold your place in the class. Your materials will be ordered once your payment has been received.

**Our Cancellation Policy:** Cancellations made during the ten working days prior to the workshop will forfeit the registration fee. All cancellations must be received via fax or email. Substitutions of employees from within the same organization are welcome. Unopened materials may be returned to Lominger International **only with their approval.** They are subject to a re-stocking fee.

Once your registration process is complete and your materials ordered, you will receive a confirmation email with additional information and directions. For your convenience if you are traveling here, training sessions always take place in hotels, so, based on availability, you should be able to stay in the same location if you desire.

If you have additional questions, please call Lisa Crawford at 760.476.1552 or email her at [lisa@thecrawfordgroupinc.com](mailto:lisa@thecrawfordgroupinc.com)

**We look forward to seeing you at the workshop in gorgeous San Diego!**