

Training and talent management

Business



Running Head: TRAINING AND TALENT MANAGEMENT Training and Talent Management Training and Talent Management Training and Talent Management refers to the process of identifying, tapping and recruiting as well as orienting the recruit to a particular task and its working environment. Therefore Training and Talent Management is a core function in HRM that determine the difference between success and failure. Consequently, the effectiveness of Training and Talent Management is determined by the capability of placing the right people in positions that they fit most and in good time. Failure of Training and Talent Management to meet this objective creates a training gap which in turn creates the difference between actual performances of employees to their anticipated performance. I therefore appreciate the fact that Training and Talent Management has a significant impact on employees (managers, sales staff, customer service, etc.) (Treen, 2000).

I suggests that it is important for the HR departments in organizations to ascertain that the employees at all levels including the managers, sales staff, customer service, etc are given equal chances to gain a clear insight of their expected roles and duties which will facilitate meeting the core values as well as purposes of the organization. This realization has enabled me as an aspiring manager to value the importance of Training and Talent Management in relation to the set goals of organization (Treen, 2000).

Prior to this new knowledge I would have treated the process of recruitment of employees superficially. For instance, I would have employed the traditional method of placing an advert for job vacancies in the local dailies then asking for written applications based on purely academic qualifications as reflected on the curriculum vitae. I would also have “ canvassed” from <https://assignbuster.com/training-talent-management/>

within the existing employees based on my “ cronies” as a way of ‘ buying royalty’. I would also have involved a hastily constituted panel to conduct “ interviews” whose outcomes would have been premeditated. From the foregoing, it can be understood that I would not have been able to match talent equal to the task which is the core of Training and Talent Management.

This topic on Training and Talent Management has acted as an eye opener. I now realize that the objective of Training and Talent Management is facilitating for efficient accomplishment of the responsibilities of the employees to the anticipated standards. Effectiveness of Training and Talent Management programs should be gauged by the perceived results which are reflected in the level of performance of the employees (Treen, 2000). The corporate strategy for talent management posits to develop employee skills effectively that enhances meeting the goals of the organization. As the manager I will do the following to exhibit a change of personal and organizational behavior:-

Encourage the up skilling of the existing employees through education and refresher courses with a view to re-orienting them according to ‘ talent-equal-to-the-task’ basis.

Create a Training and Talent Management section charged with the responsibility of identifying, tapping and recruiting as well as orienting the recruit particular tasks and their working environments. The talent spotting exercise will be outsourced from a talent professional agency.

Design an employee retention strategy which will include adequate compensation, respect to the individual, outdoor engagements, promotions, etc.

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Design an employee succession strategy where retirement time is anticipated and supported by a parallel change-over. In this change-over the exiting talent works with the entering talent for a period of time, usually one year. This will ensure the health and vitality of the organization for years to come.

Reference

Treen, D. (2000). " Strategic Human Resources". Ivey Business Journal, Vol. 64.