



Strategic Talent Management Workshop

February 16 – 20, 2026, 1st Run: Lagos & Abuja
August 17 – 21, 2026, 2nd Run: Lagos & Port Harcourt

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: **Lagos:** N350, 000,

Abuja / Port Harcourt: N400, 000 per Participant

Delivery Mode: In-person / Live Virtual / Hybrid

Online course fee: N300, 000 per Participant

Available for In-plant Training

**700 U\$D for foreign
Participants**

Program Overview:

Executives and HR managers have always been focused on basic talent management—acquiring, hiring and retaining talented employees. But, to drive optimal levels of success, business leaders need engaged, high-performing employees. The key to inciting a workforce to greatness is to align your talent management with company strategy, define consistent leadership criteria across all functional areas, and identify specific competencies (analytical, technical, education, experience) to cultivate for continuing growth. Strategic Talent Management course will provide a comprehensive look beyond the war for talent and examine the working model and hands-on practice for participants to understand how HR Strategy, Human Capital Strategy, and Strategic Talent Management are interrelated and must be integrated if an organization is to realize its maximum potential.

FOR WHOM:

This program is designed for Executives involved in the war for talent including senior and middle line managers, HR executives, training managers as well as all those involved in designing and setting up talent management systems that will allow the organization to create organizational excellence and continuously improve its bottom line.

LEARNING OBJECTIVES:

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

- identify the building blocks of talent management;
- set up a talent management system;
- define the linkages between organization excellence and effective people management;
- identify, keep, develop and promote the best people;
- coach, train and develop super keepers;
- integrate compensation with talent management so they can retain their top people; and
- apply information technology in supporting a talent management system.

COURSE CONTENT

Day 1: The war for talent

- Six realities about people today, The battle for brainpower
- The hard facts about employee engagement
- The hierarchy of needs, engagement levels and managing talent
- HR as the architects of the talent machine
- HR transformation is the big challenge, the corporate talent system
- Talent management: Key Performance Indicators (KPIs)

Day 2: Intangibles: the new HR returns on investment

- Intangibles defined

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

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- The rising importance of intangibles,
 - An architecture for intangibles
- The new war for talent:
 - war for deep specialization
- HR's role in building organizational capabilities
- Proactive talent management
- Six HR conditions for organizational success,
 - what is and what is not talent management
- Defining proactive talent management based on the experience of highly successful organizations
- The foundations of talent management
 - the performance -potential grid
- An integrated talent management system

Day 3: Talent management: problem or solution?

- A short historical perspective,
 - A new way to look at talent management
- The fundamental business challenge: managing risk
- Managing talent management:
 - four principles to consider
- Building a talent management system in four steps
 - Develop assessment tools and scores,
 - Develop training and development solutions
 - Assess employee for core competencies and forecast potential,
 - Prepare action plans

Day 4: The HR guide to identifying high potentials

- Why the stakes are so high
- The three components of high potential:
 - Aspiration,
 - Ability,
 - Engagement
- Mountain versus valley people,
- Modern talent spotting: what to look for
 - The CFO question,
 - The impact of good HR
 - Qualities of processes needed to spot,
- Develop and retain excellence

Day 5: Institutional strategies for dealing with talent management issues

- Navigating the forces impacting talent management
- Institutional strategies and best practices

Training Methodology

Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.

LOCATIONS

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogbia, Industrial Scheme, Ikeja, Lagos, Nigeria

2 – FAB By Toprank Hotel, Opposite Old Federal Secretariat Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

In-plant Fee Negotiable

WORKSHOP FEE:

Workshop fee: Lagos: N350, 000 per Participant, VAT-N26,250

Abuja / Port Harcourt: N400, 000 per Participant, VAT-N30,000

Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.

Union Bank of Nig. PLC: Account No: 0097961537

First Bank of Nig. PLC: Account No: 2033683960

Keystone Bank Ltd.: Account No: 1007150325

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