



Sanabel's 2017 Conference

Talent Management Succession Planning and Career Development for MFIs.

Workshop Agenda

Time	Topic
9:00.–10:30	<ul style="list-style-type: none"> ▪ Talent Management, Career Development, Succession Planning, Career Transition definitions. ▪ What's driving the current strong emphasis on Talent Management? ▪ The relationship between better talent and better business performance. • Why organizations wage a new "war for talent" these days.
10:30 – 11:00	<ul style="list-style-type: none"> ▪ Coffee Break and Networking Opportunities
11:00– 11:15	<ul style="list-style-type: none"> ▪ Conducting one poll
11:15 -12:30	<ul style="list-style-type: none"> ▪ Best practices to serve as the foundation for a talent management system. - Best Practice #1: Start with the end in mind—talent strategy must be tightly aligned with business strategy. - Best Practice #2: Talent management professionals need to move from a seat at the table to setting the table. - Best Practice #3: know what you're looking for—the role of Success Profiles - Best Practice #4: The talent pipeline is only as strong as its weakest link. - Best Practice #5: Talent Management is not a democracy. - Best Practice #6: Potential, performance and readiness are not the same thing. - Best Practice #7: Talent management is more about the "hows" than the "whats." - Best Practice #8: Software does not equal talent management.
12:30 – 13:30	Lunch Break and Networking Opportunities
13:30– 15:00	<ul style="list-style-type: none"> ▪ The power of competencies broadens when organizations use "Success Profiles." ▪ The Career Planning in MFIs ▪ The encompassing approach to managing talent to proactively manage career transitions. ▪ A planned approach to "growing your own leaders" rather than making often risky outside hires. ▪ Combining the best practices into a comprehensive talent management approach ▪ The critical current and future business contexts and challenges facing organizations.
15:– 15:30	Coffee Break and Networking Opportunities
15:30 – 16:00	<ul style="list-style-type: none"> ▪ The Three Stages of Talent Management - Identifying and Acquiring Talent - Development and Retention - Capturing and Transferring Knowledge
16:00– 16:30	<ul style="list-style-type: none"> ▪ CONCLUSION , Q&A