



# Total Talent Management Certified Practitioner<sup>®</sup> (TTMCP<sup>®</sup>)



## WHY is it important?

Over the last decades, HR experts have been struggling to define the meaning of talent, as well as the real need of talent management.

In every organisation, talent management must be part of the overall business strategy. An integrated strategy requires all the members of the organisation, especially managers who have reporting staff (talent), to participate and share information about talented employees and their potential career paths.

At TTM we have devoted time, efforts and resources to provide a simple and practical definition on what talent management is all about, and why a talent management strategy is critical for every organisation. The talent management process includes attracting, identifying, recruiting, hiring, and developing talents. Effective talent management requires that all parts of the process are positively affected.

This will enable various departments to identify potential talents when opportunities arise and will lead into effectively attracting and retaining talented employees in the organisation.

## WHAT is TOTAL TALENT MANAGEMENT?

Talent Management is an organisation's ability to attract, identify, develop, engage, retain and deploy individuals who are considered particularly valuable to their organisation and produce the most talented employees available in the job market.

The goal of a sound Talent Management Strategy is to create a sustainable and superior workforce that will provide an organisation with an advantage over the competition.

## WHO is it for?

**Ttm's vision is to nurture the talent pioneers of tomorrow!**

**Today, Talent Management is the main differentiating factor for companies to overtake the competition!**

**this can only be achieved with a sound Talent Strategy!**

This program is for professionals who want to understand the key responsibilities and challenges of aligning individual employee skills and talent with organizational needs, and implement a fully-integrated talent management approach in their organization.to:

- Retain Top Talents and help them grow
- Make employees feel that they are a part of something bigger than their current position
- Build a high performing workplace by encouraging a learning organisation, adding value, and contributing to diversity
- Enhance employee loyalty, productivity and performance
- Build a Talent Management Culture in the organisation
- Achieve a competitive advantage over competitors



## Simplicity, Consistency, Integration and Innovation in Talent Management

### INCREASE YOUR CREDIBILITY WITH TTM's TALENT PIONEER CERTIFICATION PROCESS

#### JOURNEY'S INFORMATION & GOALS

At TTM associates, we collaborated with a range of experts and thought leaders in the field and identified the current key challenges facing Talent Management. These challenges range from a wide variety of functions, and it is of the upmost importance for organisations to understand them and incorporate them in their strategy.

In this course ttm applies the latest strategies in Total Talent Management, Designed for talent managers seeking to make an impact with their Talent Strategy in a fully integrated approach, covering the entire Talent Journey, empowering you with practical resources and tools that enables organisations to ULTIMATE your Talent Management Strategy, elevate current practices, and gain a Competitive Advantage through attending a 3-part journey targeting the following goals:

- Define talent needs
- Align talent strategy with business strategy
- Enhance employee loyalty
- Identify gaps with current pool of talents
- Hire nurture and grow talents
- Develop a talent culture

#### PART 1 WILL COVER:

- Whole Brain Competency
- Modelling Approach
- Developing or Formulating a Competency Model
- Formulating Competencies in relation to the Organisation's Vision, Mission & Objectives
- Simplicity, Scalability and Integrity of Methodology

#### PART 2 WILL COVER:

- Talent Acquisition, Talent Development and Assessment Centres
- Designing an Integrated approach for outside Talent selection
- Identification of the key Internal Talents for Growing in the Organisation's Talent Pool

#### PART 3 WILL COVER:

- Talent Engagement and Talent Performance Management
- Succession Planning and Career Development
- Designing progression strategies, catering to the growth of the organisation
- Simplicity, Integration and Innovation in Talent Management

## Talent Pioneer Online Certification-How Do We Do It

### Qualification Process

#### Pre-qualification process

Participants are selected and prequalified based on their expertise, years of experience and industry focus.

#### The online HBDI® Questionnaire



### Certification Process

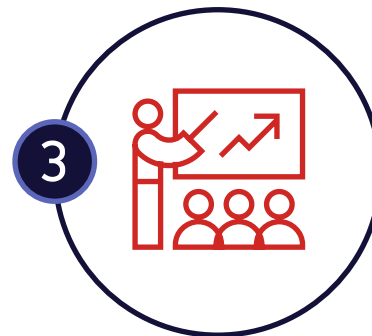
**Attend  
the 3 parts**



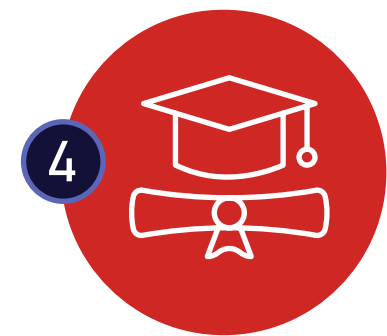
**Special assignments  
after each part**



**Group coaching  
sessions (4)**



**Certification**



## DURATION AND SCHEDULE – THREE DAYS – EACH PART CONTAINS 2 DAYS

*Each Day entails a total of 3 Interactive Segments of 90 min each*

### Part 1



3 Segments/ **Day 1**



3 Segments/ **Day 2**

### Part 2



3 Segments/ **Day 1**



3 Segments/ **Day 2**

### Part 3



3 Segments/ **Day 1**



3 Segments/ **Day 2**



United Kingdom • France  
Belgium • Cyprus  
Saudi Arabia • United Arab Emirates



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