



HUMAN RESOURCES TRAINING

Integrated Talent Management from Attraction to Succession

3 day course

Classroom, online or in-house

Course overview

Talent processes are typically owned by different people who each optimise their own stage, so recruitment hires for a role development never supports and succession discovers there is nobody ready. This course connects them. Delegates work through workforce planning as the input the whole chain depends on, employer positioning and attraction that describes the organisation as it is, and selection that predicts performance rather than interview skill. Onboarding is covered as the point where most early attrition is decided. Development and internal mobility follow, including the manager behaviours that make mobility possible. Performance and potential are treated separately, because conflating them is the most common talent error. Succession planning and building genuine bench strength are addressed. The course closes on measuring the system end to end rather than stage by stage.

What you will learn

- Use workforce planning as the input to the whole talent chain
- Position the organisation honestly to attract the right people
- Select for predicted performance rather than interview skill
- Onboard in a way that prevents early attrition
- Enable development and internal mobility through managers
- Assess performance and potential as separate things
- Build bench strength and measure the system end to end

Who should attend

- HR directors and talent management leads
- Succession planning and career development specialists
- Heads of learning and organisational development
- Senior HR business partners
- Executives sponsoring talent review processes

Course outline

- 01 Each stage optimised alone
- 02 Workforce planning as the input
- 03 Attraction and honest positioning
- 04 Selection that predicts performance
- 05 Onboarding and early attrition
- 06 Development and internal mobility
- 07 Performance and potential kept separate
- 08 Succession, bench strength and end to end measures

Upcoming dates

Dates	Venue	Format	Fee per delegate
26 to 28 October 2026	Lusaka, Zambia	Classroom	USD 995
20 to 22 January 2027	Cape Town, South Africa	Classroom	R14,950
22 to 24 March 2027	Online	Online	R6,500



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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