Health Care Management · HM453

Enterprise Talent Acquisition Strategy

Duration	Category	Ref
1 Week	**Health Care Management**	**HM453**
Language	Certificate	
English	**Certificate of attendance**	

Introduction

In today's rapidly evolving business environment, talent acquisition has become a strategic business function rather than a transactional recruitment process. Organisations must compete for highly skilled professionals while adapting to workforce transformation, digitalisation, demographic shifts, and evolving employee expectations. This advanced programme equips senior HR and Talent Acquisition professionals with the strategic knowledge, leadership capabilities, and analytical tools required to design, lead, and optimise enterprise-wide talent acquisition strategies that align with organisational goals. Participants will explore workforce planning, talent intelligence, recruitment technologies, employer branding, executive hiring, analytics, and future talent trends to build a sustainable competitive advantage through people.

Course Objectives of Enterprise Talent Acquisition Strategy

Upon completing this programme, participants will be able to:

- Develop enterprise-wide talent acquisition strategies aligned with organisational objectives.
- Integrate workforce planning with long-term business and succession planning.
- Utilise talent intelligence and labour market analytics to support strategic hiring decisions.
- Design advanced sourcing strategies for critical and hard-to-fill positions.
- Leverage AI, automation, and digital recruitment technologies to improve recruitment efficiency.
- Build a compelling Employer Value Proposition (EVP) and strengthen employer branding.
- Lead executive search and strategic leadership recruitment initiatives.
- Develop recruitment dashboards and measure ROI using advanced talent acquisition metrics.
- Build diverse, inclusive, and future-ready talent pipelines.
- Lead talent acquisition transformation initiatives and drive continuous improvement.

Course Methodology of Enterprise Talent Acquisition Strategy

The course combines strategic learning with practical application through:

- Expert-Led Interactive Sessions: Learn advanced strategies from experienced Talent Acquisition leaders.
- Executive Case Studies: Analyse successful talent acquisition transformations from leading global organisations.
- Exchange insights and best practices with senior HR professionals.

- Technology Demonstrations: Explore AI-powered recruitment platforms, talent intelligence tools, and recruitment analytics solutions.
- Simulation Exercises: Practice executive hiring, workforce planning, and strategic recruitment decision-making.

Organisational Impact of Enterprise Talent Acquisition Strategy

Organisations participating in this programme will benefit from:

- Improved alignment between talent acquisition and business strategy.
- Stronger workforce planning and talent forecasting capabilities.
- Reduced critical talent shortages through proactive talent pipelines.
- Enhanced employer brand and market competitiveness.
- Improved quality of hire and leadership recruitment outcomes.
- Increased recruitment efficiency through digital transformation and automation.
- Better decision-making using recruitment analytics and talent intelligence.
- Stronger succession planning and organisational resilience.
- Higher retention through improved hiring quality and candidate experience.

Personal Impact of Enterprise Talent Acquisition Strategy

Participants will gain:

- Strategic leadership capabilities in enterprise talent acquisition.
- Advanced expertise in workforce planning and talent forecasting.
- Greater confidence in leading executive and critical talent recruitment.
- Practical knowledge of AI and emerging recruitment technologies.
- Enhanced analytical skills using recruitment metrics and workforce data.
- Improved ability to influence executive stakeholders through strategic talent insights.
- Stronger capability to lead talent acquisition transformation initiatives.
- Increased professional credibility as a strategic HR and Talent Acquisition leader.

Who Should Attend

This programme is designed for experienced HR and Talent Acquisition professionals, including:

- Heads of Talent Acquisition
- Talent Acquisition Managers
- Recruitment Managers
- HR Directors
- HR Business Partners
- Workforce Planning Managers
- Organisational Development Managers
- Talent Management Managers
- Senior Recruitment Consultants
- HR Executives responsible for strategic workforce planning

Course Outline

Day 1

Strategic Talent Acquisition Leadership

- The evolving role of Talent Acquisition as a strategic business partner
- Aligning talent acquisition with corporate strategy
- Enterprise workforce planning and talent forecasting
- Talent segmentation and critical workforce planning
- Developing an enterprise Talent Acquisition Strategy

Day 2

Talent Intelligence and Digital Recruitment

- Talent intelligence and labour market analytics
- AI and automation in recruitment
- Advanced sourcing strategies for scarce and executive talent
- Recruitment technology ecosystem (ATS, CRM, AI sourcing platforms)
- Digital transformation of Talent Acquisition

Day 3

Executive Hiring and Employer Branding

- Executive search methodologies
- Leadership recruitment strategies
- Building high-impact talent pipelines
- Employer Value Proposition (EVP) design
- Strategic employer branding and talent marketing
- Diversity, Equity & Inclusion (DEI) in talent acquisition

Day 4

Recruitment Analytics and Talent Acquisition Excellence

- Advanced recruitment KPIs and performance measurement
- Recruitment dashboards and executive reporting
- Predictive analytics in talent acquisition
- Measuring quality of hire and recruitment ROI
- Talent risk management and succession planning
- Vendor, agency, and recruitment partner management

Day 5

Future-Ready Talent Acquisition Strategy

- Global talent acquisition trends and future workforce challenges
- Building agile and resilient recruitment functions
- Change management for Talent Acquisition transformation
- Creating a continuous improvement framework
- Developing a Talent Acquisition Strategic Roadmap
- Final workshop: Designing an Enterprise Talent Acquisition Strategy for participants' organisations

Ask us for a date for this course

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