HR Management · HR363

Associate Professional in Talent Development (APTD)

Paris · 14 - 18 Dec 2026

Date	Venue	Duration
14 - 18 Dec 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR363**	**English**

Introduction

In today's dynamic business environment, talent development has emerged as a critical driver of organisational success. Effective talent development ensures that organisations not only attract but also retain, nurture, and maximise the potential of their workforce. Managers play a pivotal role in this process by aligning talent strategies with business goals and fostering a culture of continuous learning and growth.

The Associate Professional in Talent Development (APTD) programme, designed by Horizon Plus Training Center, is a comprehensive course tailored for managers who aim to deepen their expertise in talent development principles and practices. This programme covers essential competencies including learning and development strategies, performance management, coaching, and succession planning. It empowers managers to become catalysts for talent growth, driving organisational performance and competitive advantage.

Objectives

By the end of this training, participants will be able to:

- Understand core principles and best practices of talent development.
- Design and implement effective learning and development programmes.
- Manage employee performance aligned with organisational objectives.
- Apply coaching and mentoring techniques to support employee growth.
- Develop succession planning and career development strategies.
- Use data and analytics to measure talent development effectiveness.
- Lead talent development initiatives that contribute to organisational success.

Course Methodology

The programme combines various instructional methods to maximise learning and application:

- Interactive Lectures covering theory and practical frameworks.
- Case Studies highlighting successful talent development practices.
- Hands-on Workshops to design learning plans and coaching sessions.
- Role-Playing and Simulations to practice performance management conversations.
- Group Discussions to share insights and challenges.
- Action Planning to apply concepts in participants' organisational contexts.
- Continuous Feedback and peer learning.

Organisational Impact

Organisations with skilled managers in talent development can expect:

- Enhanced employee engagement and retention.
- Improved workforce capabilities aligned with business needs.
- Increased leadership pipeline readiness.
- Stronger culture of continuous learning and adaptability.
- Better alignment of individual performance with strategic goals.
- Measurable improvements in productivity and organisational outcomes.

Target Audience

This course is designed for:

- Managers and team leaders responsible for talent growth.
- HR professionals focusing on learning and development.
- Supervisors aiming to enhance coaching and performance management skills.
- Organisational development practitioners.
- Anyone interested in advancing their talent development expertise.

Outlines

Day 1

Foundations of Talent Development

- Overview of Talent Development: Concepts and Importance
- Talent Development Frameworks and Competencies
- Aligning Talent Development with Business Strategy
- Assessing Talent Needs and Gaps
- Talent Development Self-Assessment

Day 2

Learning and Development Strategies

- Designing Effective Learning Programmes
- Adult Learning Principles and Learning Styles
- Training Delivery Methods: In-person, Online, Blended
- Leveraging Technology in Learning & Development
- Developing a Learning Programme Plan

Day 3

Performance Management and Coaching

- Linking Performance Management to Talent Development
- Setting SMART Goals and KPIs
- Conducting Effective Performance Reviews
- Coaching and Mentoring Techniques for Managers
- Role-Play: Coaching Conversations

Day 4

Succession Planning and Career Development

- Importance of Succession Planning
- Identifying High-Potential Employees
- Career Pathing and Individual Development Plans (IDPs)
- Strategies to Retain Top Talent
- Designing a Succession Plan

Day 5

Measuring and Sustaining Talent Development

- Metrics and Analytics in Talent Development
- Evaluating Learning Impact and ROI
- Creating a Culture of Continuous Learning
- Overcoming Challenges in Talent Development Initiatives
- Presenting a Talent Development Action Plan

Register or ask about this course online

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