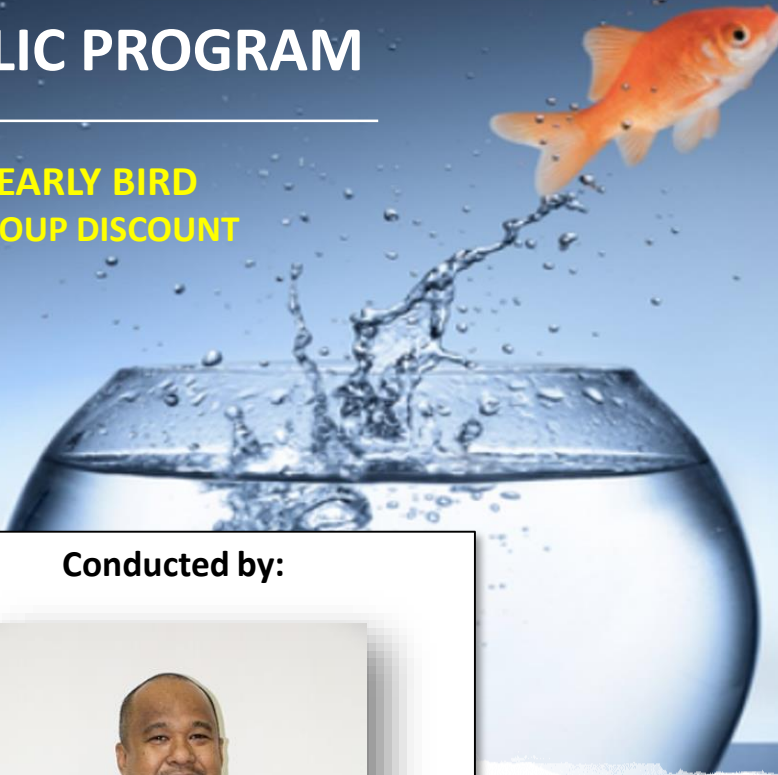


PUBLIC PROGRAM

**HRDF Approved
TRAINING PROVIDER**

**EARLY BIRD
GROUP DISCOUNT**



SUCCESSION PLANNING & TALENT MANAGEMENT SKILLS

**February 19-20, 2019 at
Damansara Intan, Petaling Jaya**

Conducted by:



Mohd Shairulnizam Zuall Cobley
Change Management – ASTD
Instructional Systems Design - ASTD
Balanced Scorecard – BSC Collaborative
Certified Trainer – HRDF Malaysia
Certified Quality Auditors – IRCA (UK)

- Learn tools and strategies to plan for future HR needs
- Be better able to build a resilient team
- Ensure that the organisation gets the best from its most important resource (people) from the moment they arrive.

Global Corporate Academy Sdn Bhd

No. 13-G, Jalan OP 1/2, 1 Puchong Business Park, 47160, Puchong, Selangor, Malaysia
M: 0123278240 Email: shahrukh@contactskills.com, web: www.contactskills.com

Course summary

Organizations need to understand the importance of talent and the foundational skills for strategic talent management. The global knowledge economy has changed the rules of competition and organizations now succeed on their abilities to innovate, adapt and execute. These are human attributes that can only be unlocked by leadership, systems and practices that engage and empower great talent.

An organisation's greatest resource should be its people, but too often talent is under-utilised or even ignored. Too many good people are lost through poor planning or a lack of engagement, often leaving organisations without the skills they need to succeed. Managers and teams can often be too slow to develop the people they may soon be calling on to step-up and take on more responsibility.

This 2-day Succession Planning and Talent Management course will equip the participants with the tools and strategies they need to plan for future HR needs and to be better able to build a resilient team. The course explores how to engage and develop staff, and to ensure that the organisation gets the best from its most important resource from the moment they arrive.



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Training Objectives

By the end of this training course, participants will:

- Define 'talent' and differentiate talent management from succession planning, replacement planning and traditional processes
- Describe key factors and techniques in identifying potential high performers
- Identify appropriate recruitment and development methods for your organisation's talent management and succession planning initiatives
- Develop talent maps, career paths and remuneration strategies
- Manage your own and other key stakeholders' expectations and aspirations of the succession pool
- Evaluate the success of succession planning

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PROGRAM CONTENT

Talent and succession planning – an overview

The difference between talent management, succession planning, replacement planning and traditional processes
The key elements of an integrated 'joined up' talent and succession plan
Examples of best practice, classic pitfalls and latest trends in succession planning

Attraction and engagement of talent

External recruitment and selection to attract the talent you require now and in future
Internal identification of talent – key roles and paths and creating the right climate

Talent management

Identify types of talent.
Hierarchy of Managerial Skills
Uncover best practices in talent management.
Identify methods to determine talent for a position.

Select and manage talents

Types and elements of talent management.
The building blocks: the 9 elements.
Talent management, succession planning and replacement planning.
Identify methods to determine talent for a position.
Identify ways to reward employees.
Identify measures to retain talent.

Development and succession

The link to change management – future proofing and forecasting
Techniques – talent pools and maps, career paths, attitude surveys, 360 feedback

Career Development

Career development stages – Erikson's Life Stages model
Career development stages – Working Careers model
Career development stages – Professional Careers model
Career counseling
Expatriate career management and training

Retention and remuneration

Who to keep and why the most capable aren't always the best to retain
How to create loyalty and productivity without 'handcuffs' and burnout

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Learning Facilitator

Mohd Shairulnizam Zuall Cobley



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+60 111 6000 387

- 23 years of international work experience in South East Asia, specializing in organizational development, corporate learning and organizational performance management in industries such as telecommunications, financial services, real estate, operations, services, as well as the federal, state government and non-profit sectors.
- Lead and work with CXO's group in the ASEAN region to review, proposed and executed HR development programs with Board Level interaction.
- Lead numerous, learning and development programs, competencies framework development, lead career mapping and developing enterprise architecture in South East Asia region.
- An expert in in Organizational Development; Job Analysis, Competencies Framework Development, Talent Development Programs, Performance Management and Succession Planning.
- BSC Collaborative trained- Conducted more than 100 BSC and KPIs workshop within various setting from public to private sectors.
- ASTD trained in Criterion Reference Instruction (CRI) – Developed, written and delivered more than 10 competency-based training modules for clients across ASEAN.
- As an adjunct lecturer and HRDF Malaysia Certified Trainer, accumulated thousands of hours of experience in a variety of settings, from open and in-house corporate training delivery, to lecturing management for the University of Kuala Lumpur.

Expertise

- Performance Management
- Competency Development
- Customized leadership development interventions
- Performance Coaching
- Leadership Assessment

Certification

- Change Management – ASTD
- Instructional Systems Design - ASTD
- Balanced Scorecard – BSC Collaborative
- Certified Trainer – HRDF Malaysia
- Certified Quality Auditors – IRCA (UK)

Academic Qualification

- MBA (Middlesex University)
- BA (Hons) Business Finance (UEL)
- Diploma In Banking Studies (UiTM)

Professional Experience

- Principal Consultant – Shairul Cobley Solutions
- Advisor to CEO Office- DST Brunei
- Country Manager- Barker Hoffmann Consulting (UK)
- Consultant – Mesiniga Berhad
- Manager – Telekom Malaysia

Please register the following participants for the **SUCCESSION PLANNING & TALENT MANAGEMENT** program on February 19th – 20th, 2019

Name	
Designation	
Name	
Designation	
Name	
Designation	
Name	
Designation	
Name	
Designation	

Company: _____
 Address: _____
 Telephone: _____
 Fax: _____
 Contact person: _____ Amount payable: _____
 Signature: _____ Date: _____
 Company chop:

Registration fees and policy :-

- Registration of 1 participant: RM 1900
- Early Bird Special for registration before January 15th: RM 1800 per participant
- Groups of 3 or more: RM 1700 per participant
- To register: Please email the **completed** registration form with participant names to:
shahrukh@contactskills.com
- Please make payment to GLOBAL CORPORATE ACADEMY SDN. BHD. In case of online transfer, the account number shall be provided upon registration.
- Invoice shall be issued upon receipt of this form