



# **Mastering Talent Management: The HR Business Partner's Guide to Talent Management**

13 - 17 Jan 2026  
Tokyo



# Mastering Talent Management: The HR Business Partner's Guide to Talent Management

**Ref.:** 36051\_4346 **Date:** 13 - 17 Jan 2026 **Location:** Tokyo **Fees:** 6500 **Euro**

## Talent Management Overview:

The role of talent management in today's business environment has become crucial to success. This talent management course focuses on providing HR professionals with advanced tools and strategies to succeed in this dynamic role. HR Business Partners and others in HR roles will be equipped with skills in managing human capital and using HR metrics and KPIs to measure success. The course will offer insight into talent manager courses and highlight the importance of HR training in optimizing workforce potential.

## Target Audience:

- HR Managers who want to evolve into effective HR Business Partners.
- Talent Managers aiming to enhance their talent management skills.
- Senior leaders interested in managing human capital more effectively.
- HR professionals who want to better understand HR metrics and HR KPIs.
- Those exploring the differences between human resources and human capital.

## Targeted Organizational Departments:

- Human Resources: As they are directly involved in talent management courses.
- Talent Management: For understanding how to strategize and measure talent effectively.
- Senior Leadership: To better understand the role of an HR business partner.
- Training and Development: For a more focused approach towards HR training.

## Targeted Industries:

- Technology: Rapid growth in this sector has increased the need for effective talent management.
- Healthcare: Retention and effective utilization of human capital are key challenges here.
- Retail: High turnover rates demand effective talent management strategies.
- Consulting: The demand for HR professionals skilled in managing human capital is high.

## Course Offerings:

- Comprehensive understanding of talent management.
- Hands-on HR training to implement talent management strategies.
- Understanding and implementing HR metrics and HR KPIs.
- Clarity on the roles and responsibilities of an HR business partner.
- Insights into managing human capital effectively.

## Training Methodology:

In this talent management course, participants will be engaged in interactive sessions, case studies, and group work. They will be guided on HR training best practices and will explore training for HR through a variety of methods. The course will also utilize real-world HR metrics and KPIs for practical understanding and application.

## Course Toolbox:

- A detailed workbook covering all aspects of talent management courses.
- Case studies focusing on HR metrics, HR KPIs and HR Business Partner scenarios.
- Tools and templates to develop a robust talent management strategy.
- Reading materials on human capital vs human resources.
- Online resources and references for further learning and application.

## Course Agenda:

### Day 1: Understanding Talent Management and Developing a Strategy

- Topic 1: Introduction to Talent Management
- Topic 2: The War for Talent: Why Talent Management Matters?
- Topic 3: Understanding the Context of Talent Management: External, Workforce, Organizational, Employer
- Reflection & Review: Reflecting on the importance and context of talent management

## **Day 2: Risks, Rewards, and Realities of Talent Management**

- Topic 1: Why Talent Management? Exploring Risks and Rewards
- Topic 2: Costs and Benefits of Talent Management
- Topic 3: Developing a Talent Management Strategy
- Reflection & Review: Reflecting on the risks, rewards, and the importance of strategic planning in talent management

## **Day 3: Implementing Talent Management**

- Topic 1: Who's Doing It? An overview of successful Talent Management models
- Topic 2: How to Do It: A step-by-step guide to Recruit, Nurture, Retain Talent
- Topic 3: Understanding Talent Demographics
- Reflection & Review: Reflection on the practicalities of implementing a talent management strategy

## **Day 4: Managing and Measuring Talent**

- Topic 1: How to Manage Talent: Engagement, VIDI, Individual peak performance
- Topic 2: Removing Obstacles in Talent Management
- Topic 3: How to Measure Talent: Core Skills, Compliance, Competitive Advantage, Process Improvement
- Reflection & Review: Reflecting on methods of managing and measuring talent

## **Day 5: Communicating and Assessing Talent Management**

- Topic 1: How to Talk About Talent Management: Different audiences and approaches
- Topic 2: Executive Intervention in Talent Management
- Topic 3: Assessing Success in Talent Management
- Reflection & Review: Reflecting on the importance of effective communication and evaluation in talent management

## **How This Course is Different from Other Human Capital Courses:**

Our Talent Management course is unique as it covers the entire spectrum of talent management courses with a particular focus on the HR business partner's role. We go beyond typical HR courses, providing an in-depth understanding of HR metrics, HR KPIs, and the crucial difference between human capital vs human resources. Our course is a comprehensive blend of theory and hands-on training for HR, designed to equip HR professionals with everything they need to manage talent effectively.

# Training Course Categories



**Finance and  
Accounting Training  
Courses**



**Agile PM and Project  
Management Training  
Courses**



**Certified Courses By  
International Bodies**



**Communication and  
Public Relations  
Training Courses**



**Data Analytics Training  
and Data Science  
Courses**



**Environment &  
Sustainability Training  
Courses**



**Governance, Risk and  
Compliance Training  
Courses**



**Human Resources  
Training and  
Development Courses**



**IT Security Training & IT  
Training Courses**



**Leadership and  
Management Training  
Courses**



**Legal Training,  
Procurement and  
Contracting Courses**



**Maintenance Training  
and Engineering  
Training Courses**



# Training Course Categories



**Marketing, Customer Relations, and Sales Courses**



**Occupational Health, Safety and Security Training Courses**



**Oil & Gas Training and Other Technical Courses**



**Personal & Self-Development Training Courses**



**Quality and Operations Management Training Courses**



**Secretarial and Administration Training Courses**





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## Training Cities



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**Amsterdam - Netherlands**



**Baku - Azerbaijan**



**Bali - Indonesia**



**Bangkok - Thailand**



**Barcelona - Spain**



**Cairo - Egypt**



**Cape town - South Africa**



**Casablanca - Morocco**



**Doha - Qatar**



**Dubai - UAE**



**Geneva - Switzerland**



**Istanbul - Turkey**



**Jakarta - Indonesia**



**Johannesburg - South Africa**



# Training Cities



**Kuala Lumpur - Malaysia**



**Langkawi - Malaysia**



**London - UK**



**Madrid - Spain**



**Manama - Bahrain**



**Milan - Italy**



**Nairobi - Kenya**



**Paris - France**



**Phuket - Thailand**



**Prague - Czech Republic**



**Rome - Italy**



**Sharm El-Sheikh - Egypt**



**Tbilisi - Georgia**



**Tokyo - Japan**



**Vienna - Austria**



**Zanzibar - Tanzania**



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# Training Cities



**Zoom - Online  
Training**

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



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