



Talent Management Audit and Benchmarking Training Course

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Overview

Talent Management Audit and Benchmarking Training Course is a five-day advanced course for HR auditors, talent leaders, and workforce analysts who leave with a Talent Management Audit and Benchmarking Pack. The course connects talent lifecycle controls, workforce data quality, succession evidence, retention metrics, peer-group design, and governance findings. Participants convert fragmented HR evidence into traceable gaps and action priorities. Agile Leaders Training Center delivers this course on talent management audit and benchmarking.

Who Should Attend

- HR assurance functions responsible for testing people-process governance and controls
- Talent management functions responsible for attraction, development, succession, and retention
- Workforce analytics functions responsible for metric definitions and data quality
- Internal audit functions responsible for human-capital risk reviews
- People governance functions responsible for findings and improvement follow-through

The course assumes participants review HR processes, controls, or workforce evidence and leaves out introductory talent management and basic audit procedures.

Departments and Industries

The course supports talent management audit and benchmarking across service, industrial, regulated, and public-interest environments.

- Human resources, talent, workforce planning, analytics, and internal audit departments
- Healthcare, financial services, and professional services organizations
- Manufacturing, energy, logistics, and infrastructure organizations
- Technology, telecommunications, and retail organizations
- Public service, education, and nonprofit institutions

Learning Objectives

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



- Build a risk-based talent audit scope and criteria set
- Evaluate talent lifecycle controls and evidence
- Analyze workforce data quality and metric definitions
- Compare succession, retention, mobility, and capability indicators
- Diagnose internal and peer benchmarking gaps
- Prioritize governance findings and corrective actions

Course Agenda

Day 1: Audit Scope and Talent Governance

- Talent Lifecycle and Governance Map
- Risk-Based Talent Audit Universe
- Audit Objective Scope and Criteria Canvas
- Stakeholder Responsibility and Evidence Matrix
- Talent Policy and Control Inventory

Day 2: Lifecycle Controls and Evidence

- Attraction Selection and Onboarding Control Map
- Capability Development Evidence Checklist
- Succession Readiness and Coverage Grid
- Retention Mobility and Exit Indicator Set
- Talent Decision Traceability Test

Day 3: Data Quality and Workforce Metrics

- Workforce Data Lineage Diagram
- Talent Metric Definition Dictionary
- Completeness Accuracy and Consistency Test
- Cohort Segmentation and Comparability Rules
- Trend Variance and Exception Analysis Plan

Day 4: Benchmarking and Audit Findings

- Internal Benchmark Baseline Method
- External Peer-Group Selection Protocol
- Normalized Talent Indicator Comparison
- Benchmark Gap and Root-Cause Matrix
- Governance Finding and Action Priority Brief



Day 5: Talent Audit Practice

- Suggested Exercise: Audit Scope Challenge
- Suggested Exercise: Lifecycle Evidence Test
- Suggested Exercise: Workforce Data Quality Diagnosis
- Suggested Exercise: Benchmark Gap Briefing
- Capstone Exercise: Talent Management Audit and Benchmarking Pack

Practical Exercises

The course uses suggested activities to turn workforce evidence into defensible assurance findings.

- Suggested activity: test succession evidence and coverage indicators in an energy organization.
- Suggested activity: assess retention data quality and cohort comparisons in a healthcare provider.
- Suggested activity: design a peer group for talent metrics in a technology organization.
- Suggested activity: present a governance gap and action priority to an audit committee.

FAQs

Who suits talent management audit and benchmarking training, and what does it assume?

Talent management audit and benchmarking training suits HR auditors, talent leaders, workforce analysts, internal audit managers, and people governance professionals who already review processes, controls, metrics, or evidence.

How does talent management auditing differ from general talent management training?

Talent management auditing tests governance, controls, evidence, data quality, and findings, while general talent management training focuses on operating attraction, development, succession, and retention practices.

How are talent management benchmarks made comparable?

Talent management benchmarks become comparable by defining measures consistently, selecting relevant cohorts and peer groups, normalizing context, checking data quality, and documenting limitations.

Which evidence supports a talent management audit?

Talent management audit evidence can include policies, control records, workforce data, succession coverage, capability assessments, movement and retention indicators, decisions, approvals, and follow-through records.



How do talent analytics support audit findings?

Talent analytics support audit findings by exposing patterns, exceptions, cohort differences, data-quality weaknesses, and gaps between governance intent and operating evidence.

Conclusion

Participants leave with a Talent Management Audit and Benchmarking Pack containing scope criteria, control maps, an evidence register, a metric dictionary, data tests, peer rules, gap analysis, and action priorities. The pack changes isolated HR measures into traceable assurance evidence. It supports governance decisions about talent controls, data ownership, and improvement follow-through.



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