# Internal Talent Marketplace Design and Launch Training Course

15 – 19 February 2027
Vienna

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## Overview

Internal Talent Marketplace Design and Launch Training Course is a one-week course for HR leaders, talent professionals, workforce planners, learning leaders, HR technology teams, and business managers, who leave with an Internal Talent Marketplace Pilot Blueprint. The course connects skills architecture, internal mobility pathways, opportunity marketplace design, transparent skills matching, governance, technology integration, adoption, and talent marketplace metrics. It replaces informal talent movement with a documented operating model. Agile Leaders Training Center develops internal talent marketplace design practice.

## Who Should Attend

- Functions responsible for talent strategy and internal career movement
- Teams that design workforce plans and skills-based deployment
- Functions that manage learning pathways and experiential development
- Teams that configure HR platforms, data, and integrations
- Business units that sponsor projects, gigs, rotations, and mentoring

The course assumes participants already contribute to workforce or talent decisions, and leaves out external recruitment operations, succession planning specialization, and vendor product configuration.

## Departments and Industries

The course supports internal opportunity design across technology, financial services, healthcare, public services, manufacturing, and professional services.

- Human resources and talent management departments
- Workforce planning and organizational development functions
- Learning, career development, and employee experience teams
- HR technology, data governance, and digital transformation teams
- Technology, healthcare, manufacturing, and financial service organizations

## Learning Objectives

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

- Analyze workforce needs and marketplace use cases
- Build a skills and opportunity architecture
- Apply transparent matching and governance rules
- Evaluate fairness, accessibility, and data controls
- Use adoption methods and manager incentives
- Build a measurable pilot and scaling roadmap

## Course Agenda

## Day 1: Marketplace Purpose and Operating Model

- Talent Marketplace Purpose and Use-Case Canvas
- Internal Mobility Pathway and Barrier Map
- Stakeholder Role and Decision-Rights Matrix
- Marketplace Value Exchange Model
- Current-State Opportunity Flow Diagnostic

## Day 2: Skills and Opportunity Architecture

- Skills Taxonomy and Proficiency Framework
- Employee Skill Profile Data Model
- Role, Project, Gig, and Mentoring Opportunity Schema
- Transferable Skill and Adjacency Mapping Method
- Opportunity Quality and Readiness Checklist

## Day 3: Matching, Governance and Fairness

- Transparent Skills-Matching Rule Set
- Eligibility, Approval, and Release Workflow
- Bias, Accessibility, and Inclusion Review
- Employee Data Consent and Access-Control Matrix
- Marketplace Governance and Escalation Charter

## Day 4: Technology, Adoption and Measurement

- HR Technology Ecosystem Integration Map
- Manager Incentive and Talent-Stewardship Design
- Employee and Opportunity Host Journey Map
- Change Adoption and Communication Plan
- Talent Marketplace Metric and Dashboard Framework

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## Day 5: Pilot Design Practice

- Exercise: Marketplace Use-Case Prioritization
- Exercise: Skills and Opportunity Data Design
- Exercise: Matching Fairness Scenario Review
- Exercise: Adoption and Measurement Readiness Challenge
- Capstone: Internal Talent Marketplace Pilot Blueprint

## Practical Exercises

The course uses suggested activities to turn marketplace choices into a governed pilot.

- Suggested activity: map employee and manager journeys for roles, projects, gigs, mentoring, and rotations
- Suggested activity: test matching rules against skill adjacency, eligibility, transparency, and accessibility scenarios
- Suggested activity: design manager incentives and communication responses to talent-hoarding barriers
- Suggested activity: present an Internal Talent Marketplace Pilot Blueprint with measures, controls, and scaling gates

## FAQs

### Who suits the Internal Talent Marketplace Design and Launch Training Course?

HR, talent, workforce, learning, technology, and business professionals who already contribute to people or deployment decisions suit the course; it assumes practical organizational experience rather than prior marketplace expertise.

### How does internal talent marketplace design differ from general talent management training?

Internal talent marketplace design concentrates on skills-based opportunity matching, operating rules, platform integration, adoption, and measurement; general talent management training spans broader attraction, development, performance, succession, and retention practices.

### What opportunities can an internal talent marketplace include?

An internal talent marketplace can include permanent roles, temporary projects, short assignments, mentoring, job shadowing, rotations, volunteering, and targeted learning opportunities when governance and capacity rules support them.

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## How can transparent skills matching improve internal mobility pathways?

Transparent skills matching clarifies the evidence, eligibility, ranking factors, human decisions, and appeal routes behind recommendations, helping employees and managers assess internal opportunities consistently.

## Which talent marketplace metrics support pilot decisions?

Useful talent marketplace metrics include opportunity supply, employee participation, application and match flow, completion, internal movement, skill development, manager participation, accessibility, fairness, and business outcome measures defined for the pilot.

## Conclusion

Participants take back an Internal Talent Marketplace Pilot Blueprint. It connects purpose, use cases, skills and opportunity data, matching rules, governance, technology, adoption, measures, controls, and scaling gates. The blueprint changes an informal mobility idea into a testable operating model that stakeholders can review before implementation.