



Remote and Hybrid Talent Management Training Course

15 – 19 February 2027
Tokyo

Remote and Hybrid Talent Management Training Course

Ref: 1631_220450 **Date:** 15 – 19 February 2027 **Location:** Tokyo **Fees:** 10000 Euro

Overview

Remote and Hybrid Talent Management Training Course is a one-week course for HR leaders, talent managers, people operations teams, remote-work leaders, and managers of hybrid teams who leave with a Distributed Talent Operating Plan. Participants align workforce design, attraction, selection, onboarding, performance, learning, mobility, succession, inclusion, engagement, wellbeing, retention, analytics, and governance across locations. The course separates talent decisions from generic remote supervision and productivity advice. Agile Leaders Training Center develops remote and hybrid talent management.

Who Should Attend

- HR leaders responsible for distributed workforce and talent strategy
- Talent managers responsible for attraction, development, mobility, succession, and retention
- People operations teams responsible for location-neutral employee journeys
- Remote-work leaders responsible for consistent people practices across locations
- Managers of hybrid teams who contribute to performance, development, and career decisions

The course assumes participants already contribute to people or team decisions and excludes detailed employment law, cybersecurity operations, technology administration, and day-to-day task supervision.

Departments and Industries

The course supports departments and industries that manage talent across homes, offices, field sites, and distributed service locations.

- Human resources, talent management, and people operations
- Organizational development, learning, and workforce planning
- Technology, professional services, and digital operations
- Financial services, healthcare administration, and customer operations
- Regional enterprises, shared services, and distributed project teams

Learning Objectives

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



- Analyze distributed workforce demand and location-based talent risks
- Design location-neutral attraction, selection, and onboarding practices
- Apply outcome-based performance and feedback methods across locations
- Evaluate access to learning, mobility, recognition, and succession
- Diagnose engagement, wellbeing, burnout, and retention signals
- Build people measures and governance for remote and hybrid talent decisions

Course Agenda

Day 1: Distributed Talent Architecture

- Remote and Hybrid Workforce Segmentation Matrix
- Role Location and Collaboration Dependency Map
- Distributed Talent Risk Register
- Location-Neutral Employee Journey Canvas
- Hybrid Talent Governance Charter

Day 2: Attraction and Equitable Entry

- Remote and Hybrid Employer Proposition Canvas
- Location-Neutral Candidate Sourcing Map
- Virtual Selection Evidence Matrix
- Equitable Interview and Assessment Checklist
- Virtual Preboarding and Onboarding Road Map

Day 3: Performance, Learning, and Mobility

- Outcome-Based Performance Agreement
- Distributed Feedback and Check-In Rhythm
- Learning Access Equity Audit
- Location-Neutral Career Mobility Map
- Hybrid Succession Coverage Matrix

Day 4: Inclusion, Wellbeing, and Retention

- Proximity Bias Decision Review
- Hybrid Voice and Recognition Equity Checklist
- Telework Wellbeing Risk Dashboard
- Distributed Engagement Signal Map
- Remote and Hybrid Retention Action Grid



Day 5: Remote and Hybrid Talent Practice

- Exercise: Diagnose a Distributed Talent Risk
- Exercise: Design an Equitable Virtual Entry Journey
- Exercise: Review a Location-Neutral Performance Decision
- Exercise: Build an Inclusion and Retention Response
- Capstone Exercise: Distributed Talent Operating Plan

Practical Exercises

The course uses suggested activities to test remote and hybrid talent decisions across service, technology, and professional environments.

- Suggested activity: segment roles by location flexibility, collaboration dependency, scarcity, and talent risk.
- Suggested activity: design a consistent candidate and onboarding journey for remote and office-based hires.
- Suggested activity: audit performance, learning, recognition, and mobility evidence for proximity bias.
- Suggested activity: combine wellbeing, engagement, succession, retention, analytics, and governance actions.

FAQs

Who suits remote and hybrid talent management training?

Remote and hybrid talent management training suits HR, talent, people operations, organizational development, and team leaders who influence workforce, entry, performance, development, mobility, succession, engagement, or retention decisions across locations.

How does remote and hybrid talent management differ from remote team management?

Remote and hybrid talent management governs the employee lifecycle and opportunity decisions across locations, while remote team management usually focuses on daily coordination, communication, and task delivery.

How can organizations reduce proximity bias in talent decisions?

Organizations can use shared evidence criteria, calibrated reviews, location-neutral access checks, documented decisions, balanced visibility, equal learning opportunities, and outcome-based performance measures.



What supports virtual onboarding across different locations?

Virtual onboarding is supported by preboarding, role clarity, timely access, consistent learning, manager check-ins, peer connections, cultural integration, milestone reviews, and recorded ownership of unresolved gaps.

Which measures support remote and hybrid talent governance?

Useful measures compare candidate progression, onboarding completion, performance outcomes, learning access, recognition, mobility, succession coverage, engagement, wellbeing, regrettable exits, and retention by work location.

Conclusion

Participants take back a Distributed Talent Operating Plan that links workforce design, entry, performance, learning, mobility, succession, inclusion, wellbeing, retention, analytics, and governance. The plan changes disconnected remote-work practices into a reviewable talent system. It helps organizations make fair and evidence-based talent decisions wherever employees work.