Talent Management Strategy Execution Training Course

20 – 24 September 2027
Milan

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Ref: 1634_220688 **Date:** 20 – 24 September 2027 **Location:** Milan **Fees:** 5700 Euro

Overview

Talent Management Strategy Execution Training Course is a one-week advanced course for HR directors, heads of talent, HR business partners, and talent program owners who leave with a Talent Strategy Execution System. Participants translate priorities into an operating model, workstreams, decision rights, roadmaps, dependencies, adoption, measures, review cadence, risks, and course correction. The course focuses on delivery mechanisms rather than generic strategy formulation or project management. Agile Leaders Training Center develops talent management strategy execution.

Who Should Attend

- HR directors accountable for talent priorities, sponsorship, and governance
- Heads of talent accountable for operating models, workstreams, and outcomes
- HR business partners responsible for business-unit adoption and escalation
- Talent program owners responsible for roadmaps, dependencies, and delivery evidence
- Organizational development leaders responsible for capability and behavior change

The course assumes participants already understand talent-management concepts and excludes generic strategy formulation, detailed project-management certification content, technology configuration, and routine HR administration.

Departments and Industries

The course supports departments and industries that must coordinate several talent priorities across functions, units, or locations.

- Talent management, human resources, and organizational development
- HR business partnering, workforce planning, and people analytics
- Technology, professional services, and shared service operations
- Manufacturing, financial services, and healthcare administration
- Public, nonprofit, and private organizations executing talent portfolios

Learning Objectives

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

- Translate talent priorities into outcomes, workstreams, and execution boundaries
- Design decision rights, governance forums, ownership, and escalation paths
- Sequence roadmaps around dependencies, capacity, capability, and risk
- Build manager adoption, stakeholder engagement, and execution support
- Use leading and outcome measures in a recurring review cadence
- Diagnose execution variance and apply evidence-based course correction

Course Agenda

Day 1: Talent Execution Architecture

- Talent Priority-to-Outcome Translation Canvas
- Talent Workstream Definition Map
- Execution Scope and Boundary Register
- Talent Operating Model Blueprint
- Execution Assumption and Constraint Log

Day 2: Governance and Decision Rights

- Talent Decision Rights Matrix
- Workstream Ownership and Accountability Map
- Sponsor, Forum, and Escalation Design
- Cross-Functional Dependency Register
- Talent Execution Governance Charter

Day 3: Roadmap, Capacity, and Adoption

- Talent Initiative Sequencing Roadmap
- Capacity and Capability Readiness Heat Map
- Manager Adoption Journey Map
- Stakeholder Commitment and Resistance Grid
- Execution Support and Enablement Plan

Day 4: Measures, Reviews, and Correction

- Leading and Outcome Measure Chain
- Talent Execution Review Dashboard
- Review Cadence and Decision Calendar
- Execution Variance Diagnostic Tree
- Risk Escalation and Course-Correction Protocol

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Day 5: Talent Strategy Execution Practice

- Exercise: Convert a Talent Priority into a Workstream
- Exercise: Resolve a Decision-Rights Conflict
- Exercise: Rebuild a Dependency-Constrained Roadmap
- Exercise: Diagnose Variance and Select a Correction
- Capstone Exercise: Talent Strategy Execution System

Practical Exercises

The course uses suggested activities to test execution choices across service, manufacturing, technology, and healthcare administration settings.

- Suggested activity: convert a succession, mobility, capability, or retention priority into an owned workstream with boundaries.
- Suggested activity: assign decision rights across HR, business leaders, managers, finance, and enabling functions.
- Suggested activity: sequence initiatives around dependencies, capacity, adoption, and delivery risk.
- Suggested activity: use measures and review evidence to continue, adapt, pause, or stop an execution action.

FAQs

Who suits talent management strategy execution training, and what does it assume?

Talent management strategy execution training suits senior HR and talent functions that already understand talent strategy and need to translate priorities into coordinated delivery, governance, adoption, and review.

How does talent strategy execution differ from talent strategy design?

Strategy design selects direction and priorities. Execution defines outcomes, workstreams, operating mechanisms, decision rights, sequencing, ownership, adoption, evidence, governance, and correction needed to deliver those priorities.

What belongs in a talent execution operating model?

An execution operating model defines roles, forums, decision rights, processes, information flows, technology interfaces, capabilities, measures, service relationships, escalation paths, and improvement responsibilities.

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How should a talent execution roadmap handle dependencies?

The roadmap should expose prerequisite decisions, shared data, technology, manager capacity, policy changes, communications, capability, and resource constraints before committing dates or launching connected workstreams.

When should leaders correct a talent execution plan?

Leaders should correct the plan when review evidence shows changed assumptions, blocked dependencies, insufficient adoption, capacity limits, unmanaged risk, weak outcomes, or a better sequence, while documenting the decision and follow-up measure.

Conclusion

Participants take back a Talent Strategy Execution System containing an operating model, workstreams, decision rights, roadmap, adoption plan, measures, review cadence, and correction protocol. The system changes disconnected talent initiatives into governed execution. It helps HR and business owners maintain momentum while adapting actions when evidence or operating conditions change.