



Pakistan Society for
Training & Development

The Art and Science of Talent Management

(Attract-Retain-Motivate)



Successful companies recognize that having the right people in place at the right time is a key aspect to continued growth, success, or sometimes just stability. This course will help participants create a program to measure the talents of their people and how to prepare them for the future. It will also enable them to support the growth of their organizations by applying current research and adapt to the ever-changing marketplaces.

Key Learnings

- Apply the multifaceted aspects of talent management in their own organization
- Describe the skills required to manage high potential candidates
- Recognize and foster talent within an organization
- Explain the principles of competency-based management
- Use the language for talent management

Salient Points Covered

- Recruitment Cycles
- Recruitment Tools
- Best practices in Recruitment
- Talent management, performance management, and succession planning
- Design & Development of a talent management plan
- Competency-based programs
- Identifying talent
- Conducting talent assessments
- Keeping people interested
- Talent review meetings
- Role of Total Rewards in Talent Attraction & Retention
- Communicating with high potentials
- Development strategies
- Fostering engagement
- Role of Total Rewards in Talent Attraction & Retention
- Communicating with high potentials
- Development strategies
- Fostering engagement



CO- Facilitator:

Elena Fulgoi

Elena Fulgoi is a seasoned HR professional with two decades of Strategic Human Resources practice in large corporations across Pakistan, Middle East and Europe. Her areas of expertise are Organizational Development, Assessment Centers and Talent Management. A graduate of University of Bucharest, she specialized in organizational design, employer branding, engagement, culture and diversity through partnering with all stakeholders in industries such as IT, Services, FMCG, Manufacturing and Retail. She is a certified Hay Job Evaluator, Hogan Evaluator and a Predictive Index analyst.



Trainer's profile:

Wasif Waseem Ashraf

Wasif Waseem is industry veteran with 22+ years of rich/diverse experience in all facets of Human Resources. A graduate of IBA Karachi, he has been actively involved with leading Corporations such as Coca-Cola, PepsiCo, FMC Corporations, Strauss Levis, Wal Mart, Hewlett Packard, Mashreq Bank, Haleeb Foods, AC Nielsen, SMEDA and CresSoft in various capacities. He has helped organizations in Pakistan, UAE, China, Indonesia, Turkey, Oman and the US. His areas of expertise include:

- Shared Vision, Mission & Values
- Assessment Centres with emphasis on Psychometrics (Thomas DISC & SHL)
- Organizational Development
- Job Analysis & Job Evaluations (HAY Factor Profile Method)
- Compensation & Benefits Design/Benchmarking

Wasif spent the majority of his career with FMCG/Food & Beverage sector. His last assignment was with Coca-Cola Beverages as Director Human Resources. Wasif is very passionate to further the cause of Human Resources in Pakistan by active participation in HR Forums, Seminars, Academia and Workshops both at National and International level. He has attended Train the Trainer for from Ken Blanchard Europe, ODI USA and Nelson Buchannan & Oostergard Singapore.

Who should attend

- Human Resource Consultants
- Mid and Senior Level HR Professionals
- Talent Management Professionals
- Learning & Development Professionals
- Organizational Development Professionals
- Recruitment Managers

LAHORE

20th - 21st February 2018 | 9:00am - 5:00pm | Pearl Continental Lahore

Workshop Investment: PKR 32,500 + GST (Fee per participant)

FOR REGISTRATION DETAILS PLEASE CONTACT

Mehwish Iqbal: +92 321 9433622

Landline: +92 42 35781927-8

Email: register@pstd.com.pk

Bring this Program In-House

This workshop can be customized to suit specific needs of your organization which may lead to significant savings and avoid difficulties. Please contact

Kunwar Ashar

Mobile: +92 345 41949000, +92 342 4122888

Landline: +92-42 35781928

Email: kunwar.ashar@pstd.com.pk

Payment Terms - Please deposit the course fee in advance. Kindly prepare the cheque in favor of "Pakistan Society for Training and Development (PSTD)" and address it to Plot # TC-3, 34th Street, Off Kh-e-Seher, Phase 5 Ext. DHA Karachi along with the copy of this registration form. Please note that PSTD Cancellation Policy is activated as soon as an invoice is received by the client.

PSTD Cancellation Policy - Cancellations made at least 5 working days prior to the program will be refunded 50%. If a booking is cancelled in less than 5 working days, no refunds can be given. Cancellations must be confirmed by a letter or email. Substitutions may be made at any time for the same program only. In case of the participant not showing up on the day of the training a replacement can be sent.