Talent Mapping Strategies Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s hyper-competitive, AI-driven talent economy, organizations must adopt data-driven Talent Mapping Strategies to secure future-ready capabilities and sustain competitive advantage. Talent Mapping is a strategic workforce planning framework that leverages HR analytics, predictive hiring, competency mapping, succession planning, and labor market intelligence to identify, assess, and engage high-potential talent pipelines before business demand peaks. Talent Mapping Strategies Training Course equips leaders and HR professionals with future-focused talent intelligence tools, enabling proactive hiring, strategic workforce segmentation, and real-time talent risk mitigation aligned with digital transformation goals.

Through an immersive, practical, and insight-led approach, participants will master talent forecasting models, skill gap analysis, workforce analytics dashboards, employer branding positioning, and competitive talent benchmarking. The course integrates AI-powered sourcing, diversity hiring strategies, leadership pipeline acceleration, and agile workforce design, ensuring organizations build sustainable talent ecosystems. By combining global case studies, interactive simulations, and actionable frameworks, this program transforms traditional recruitment into a strategic talent acquisition powerhouse aligned with business growth and innovation agendas.

Programme Curriculum

Talent Mapping Strategies Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Develop Strategic Workforce Planning Roadmaps aligned with business growth.
2. Implement AI-Powered Talent Mapping Frameworks for predictive hiring.
3. Conduct Competency-Based Skill Gap Analysis using HR analytics.
4. Design Succession Planning & Leadership Pipeline Models.
5. Utilize Labor Market Intelligence & Talent Benchmarking Tools.
6. Apply Data-Driven Recruitment Strategies for high-impact hiring.
7. Build Future Skills Taxonomies & Digital Capability Frameworks.
8. Strengthen Diversity, Equity & Inclusion (DEI) Talent Mapping Strategies.
9. Create High-Potential (HiPo) Identification Systems.
10. Develop Employer Branding & EVP Positioning Maps.
11. Optimize Talent Pool Segmentation & Workforce Agility Models.
12. Integrate People Analytics Dashboards & KPI Tracking Systems.
13. Design Retention Risk Prediction & Talent Mobility Frameworks.

Target Audience

1. Chief Human Resources Officers (CHROs)
2. Talent Acquisition Directors & Managers
3. HR Business Partners (HRBPs)
4. Workforce Planning Specialists
5. Organizational Development Leaders
6. Learning & Development Managers
7. Recruitment Consultants
8. Business Strategy & Transformation Leaders

Course Modules

Module 1: Foundations of Strategic Talent Mapping

- Talent Mapping vs Traditional Recruitment
- Strategic Workforce Planning Models
- Talent Supply-Demand Forecasting
- Skills Taxonomy Development

- Case Study: Global tech firm building a future skills pipeline for digital transformation

Module 2: AI & Data-Driven Talent Intelligence

- HR Analytics & Predictive Hiring
- AI-Powered Sourcing Tools
- People Analytics Dashboards
- Talent Market Heat Mapping
- Case Study: Using predictive analytics to reduce time-to-hire by 35%

Module 3: Competency & Skill Gap Analysis

- Competency Framework Design
- Critical Role Identification
- Digital Skills Mapping
- Capability Risk Assessment
- Case Study: Manufacturing company closing automation skill gaps

Module 4: Leadership Pipeline & Succession Planning

- HiPo Identification Frameworks
- 9-Box Talent Grid Application
- Succession Risk Modeling
- Internal Talent Mobility Strategies
- Case Study: Financial institution building a 5-year leadership succession roadmap

Module 5: Competitive Talent Benchmarking

- Talent Intelligence Research
- Competitor Workforce Mapping
- Compensation & EVP Benchmarking
- Passive Talent Targeting
- Case Study: Mapping competitor talent to accelerate market expansion

Module 6: Diversity & Inclusive Talent Strategies

- DEI Workforce Analytics
- Bias-Free Talent Mapping
- Inclusive Succession Planning
- Diverse Leadership Pipelines
- Case Study: Increasing women in tech leadership roles by 25%

Module 7: Employer Branding & Talent Engagement

- EVP Design & Positioning
- Social Media Talent Mapping
- Candidate Experience Optimization
- Talent Community Building
- Case Study: Strengthening employer brand to attract niche digital talent

Module 8: Talent Risk, Retention & Future Workforce Design

- Retention Risk Analytics

- Workforce Scenario Planning
- Agile Workforce Models
- Talent Mobility & Reskilling Strategies
- Case Study: Reskilling 40% workforce during digital disruption

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com