

12 - 13 June 2018

Talent Assessment



Measure the Organization's
Present and Potential Talent

Target Audience

HR Managers, Recruitment Managers,
Learning & Development Managers, Talent
Managers, Line Managers

Approach

An experiential training with insights, expertise,
proven tools, case studies and practical scenarios
designed to help professionals objectively
evaluate the basic dimensions, drivers, and factors
that define the behavior and performance of a
person in a professional setting.

Why Attend:

- Gain important foundations in assessment and evaluation of people
- Learn to use comparable decision making in critical recruitment processes and development projects
- Learn to apply effective appraisal methods and avoid guesswork on human potential evaluation

Register Now

Talent Assessment

Your Takeaways:

- Predict performance through key competencies evaluation
- Improve hiring success-identify your current and potential talent
- Design & Apply specific Talent Policies
- Assess employees objectively avoiding managers' own subjective opinions and feelings
- Apply an objective and targeted approach for development purposes
- Learn & Apply a proven methodology for understanding people's behaviors at work
- Evaluate competencies related to the behaviors underpinning successful future performance
- Match position requirements with people through proven, evidence-based methods

Training Topics

Topic 1 - Introduction

- What is Talent Assessment
- How can assessments benefit the organization?
- Understanding types and purposes of different assessments

Topic 2 – Assessment Tools

- Personality based tools
- Motivation based tools
- Team impact and performance tools
- Cognitive / Aptitude Tools

Topic 3 – Talent Assessment Planning

- Assessment Needs Analysis
- Competency Developments
- Setup of the Assessment Process
- Establishing the right framework

Topic 4- Talent Assessment Process

- Conducting the Assessment
- Questionnaires, Tests and Tools
- Follow-up interviews
- Understanding and interpreting results

Topic 5 – Reporting and Presenting

- Generating and presenting reports
- Reporting & Feedback
- Examples of successful reporting

Topic 6 – Talent Assessments & Strategy

- Assessments as Tal. Management Strategy
- Empowering organizations through HR
- Leading Strategic Change
- Integrating Best Practices

Interactive Case Studies and Action Plan

Talent Assessment

Facilitators

Per Carlsson



EMEA Leader of Talent Management Global Practice
AIMS International

Partner – AIMS Sweden

- 20+ years of experience in helping clients to build and implement business focused strategic talent management processes, through methodical use of talent assessment.
- Extensive experience on the use of talent assessments to drive different initiatives: talent acquisitions, selection and development in talent programs, building support for implementation on new business strategies.
- Based in Sweden and for several years in the USA he has been working with multinationals in Europe, Asia and North America within a wide range of industries.
- Managing Director of Hay Group for Sweden and Denmark for 4 Years and holder of different High Executive Positions in SHL Nordics and SHL USA for 12+ Years.
- Holds a Post-Graduate Degree as Marketing Manager Executive and a B.Sc in Marketing, Strategy & Leadership from The Stockholm School of Economics.

Monika Farka



Managing Partner
AIMS Albania & Kosovo

Global Board Services Member
AIMS International

- 25+ years of professional experience, providing consulting and training services in Albania, Kosovo and the region.
- Executive Search Services (800+ successful placements) and Board Services as Certified Corporate Governance Expert.
- Proficiency in conducting competency-based interviews and assessments, reviews of main corporate functions, succession planning and nomination process.
- HR Consulting: organizational development, TNA, designing, and delivery of trainings to various international companies in Albania; designing and applying models for individual and group evaluation and diagnostics.
- Certified and familiar with internationally acknowledged and adapted talent assessment methods, through application of various scientifically proved tools.

Dates

12-13 June 2018
Full 1st day 9.00-17.00
(lunch & 2 coffee breaks)
Half 2nd day 8.30-13.00
(1 coffee break)

Place

MAK Tirana Hotel
(Former Sheraton)
Tirana

Language

English (without translation)

Training Fee

250€ (VAT excluded)

[Register Now](#)

Registrations Deadline: 24 May 2018