



持續教育學院
School of Continuing Studies
Talent Management
(人才管理)

Course Introduction 課程簡介

Successful companies are powered with talent. Talent management is the responsibility of both HR and line management. The process of talent management begins with defining the right talent profiles for your organisation aligned with company needs, by discovering diverse sources of talent, and by developing talent potential through multiple training and planned deployment so that there is a supply chain of talents. It is costly to cultivate talent, thus retention is critical particularly with the X and Y generations. They want to be engaged, and be involved in the company's development as well as their career development without sacrificing work-life balance.

This is a practical program with discussions using snapshots from a range of organisation approaches thus providing a body of knowledge and experience which will serve as a guide when formulating Talent Management strategy appropriate for your own workplace.

There are many reasons why people stay or leave their company, and some of those issues will be explored while offering some possible solutions.

Course Outline 課程大綱

Talent Management

- Talent Management –a Component of Human Capital Strategy
- Talent Multiplication Model
- Role of Line and HR Management
- Profiling Talents Aligned with Organisational Needs
- Talent Supply Chain
- Talent Deployment and Development
- Talent and Leadership

Retention of Talent

- What Keeps Talent?
- Factors Contributing to Keeping Talent
- Motivation Needs of New and Younger Generations
- Engagement: A Critical Success Factor
- How to Engage New Generations of X & Y

How Other Companies Deal with Talent Management

- Lessons Learned from Others
- Develop a Suitable Framework



Learning Objectives 教學目標

By the end of the workshop, participants will be able to:

- Understand the model for Talent Management
- Define the roles of HR and line management in talent management
- Explore issues and possible solutions for retention of talent
- Engage talent, particularly Generations X and Y

Target Audience 對象 Line Managers and Staff Positions, Line Supervisors, Executives and Technical Staff, HR Managers, Supervisors and Specialists

前線經理及工作人員職位、主管、行政人員及技術人員、人力資源經理、主管及專員。

Instructor 導師簡介 Weelan HO 何慧蘭 小姐
Principal and Director of PGA Consulting Limited
Director of Ascent Global Services Pty Ltd (Australia)
Accredited Myers-Briggs Facilitator
Certified Trainer

About Weelan Ho

Weelan graduated from the University of London with BSc (Econ), and a Master degree in Business Analysis with the University of Lancaster in England. She has always worked internationally, bringing with her 20+years of experience helping clients improve organisational productivity, efficiency, quality, service and bottom-line results through consulting, training, coaching and organisation development

Weelan works closely with all levels of management as they are the pillars of the organisation. Her in-depth knowledge of operations, processes, human performance, and behaviours makes her uniquely suitable to be a good coach and effective facilitator.

Currently, as the Principal for PGA Consulting Limited, she works with a variety of clients including multinationals, SMEs, family-owned enterprises (FOE) across Asia Pacific in multiple industries, as well as collaborating with institutes such as the Hong Kong Management Association, in addition to conducting open training programs for PGA Consulting Limited.

Weelan writes articles relating to leadership, change management, talent management, customer service, learning and personal development that are published in T/Dialogue and E-news for the Hong Kong Institute of Accredited Accounting Technicians (HKIAAT). She reads, writes and speaks a few languages including English, Cantonese, Putonghua and the Malay Language in addition to speaking other Chinese dialects.

Medium of Instruction 授課語言

English and Supplemented with Cantonese and Putonghua depending on the needs, requirements and preference of the participants. Course material will be in English unless specifically requested for customized in-house training. 英文輔以中文及普通話教學; 視乎學員或課程的需要。而教材將採用英文教學; 內部培訓要求除外。

Venue 上課地點 Alameda Dr. Carlos D Assumpção 335-341, Hotline Centre, 10/F, Macau
澳門新口岸宋玉生廣場 335-341 號獲多利中心 10 樓

Course date & time 上課日期

17 Jan, 2014	Fri 09:30 to 18:00	(Total hrs: 7.5)
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Tuition Fee 課程費用 MOP 2,200 **Class Size 收生名額** 15 people

All fees are non-refundable and non-transferable. (The school has full right to withdraw any course anytime).

Therefore, student is advised to consider carefully about the course time and personal situations before application.

所有費用一經繳交, 恕不退還或轉讓(本院取消開辦該課程除外)。因此, 報讀者於報名前, 請考慮清楚上課時間及視乎個人具體情況而決定報讀與否。

Enquiries 查詢 Tel: 8796 1999 / 8796 1998 Email: scs@must.edu.mo

Website: <http://www.must.edu.mo/scs-tw/admission/diploma-certificate-programs/news>

The School of Continuing Studies develops life-long learning opportunities. Should you wish to receive information on our programs / courses, please send us an email (to scs@must.edu.mo) stating your email address in your email and "Join the mailing list" in the Subject line.

持續教育學院致力開拓終身學習機會, 如欲收到本學院之課程資料, 可發電郵至 scs@must.edu.mo, 並提供閣下之電郵地址, 標題主旨為 "加入通知群組"。

We also offer in-house training for corporations/Government Departments/schools, tailor-made with respect to your choices of topics, time, place, and group of attendees. Please contact us for more information.

我們亦為機構/政府部門/學校等提供內部培訓, 按各機構不同之要求(主題/時間/地點/對象)而訂定培訓內容。請與我們聯絡。