

HR 660: Talent Development

Course Description:

Analyzes the processes of selecting, developing and maintaining talent within an organization. The course focuses on talent management strategies and initiatives which are integrated with organizational strategy and bottom line objectives.

* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

Learning Objectives:

Upon the successful completion of this course, the student will be able to:

- 1) Define talent management TM and discuss the process of linking talent management to organizational strategy and other HR practices.
- 2) Examine the process for identifying high potential talent and developing a pipeline of talent to serve organizational present and future needs.
- 3) Examine the processes for talent development and succession planning.
- 4) Discuss the unique challenges and opportunities of TM resulting from globalization.
- 5) Examine the role of leadership related to TM (both HR leadership and org. leadership).
- 6) Evaluate the quality of a TM program.
- 7) Identify and analyze the body of evidence related to a relevant topic/question impacting TM practices today.