

JALUR KOMPREHENSIF: MANAJEMEN TALENTA

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Menjawab Masalah Apa

Program ini diperuntukkan bagi Anda, para profesional SDM (Manajer SDM), yang masih memerlukan peningkatan kompetensi dalam:

- Pengelolaan manajemen talenta
- Pengembangan manajemen suksesi di organisasi
- Pelaksanaan program manajemen suksesi di organisasi

Manfaat Apa yang Anda Peroleh

Setelah mengikuti pelatihan ini, peserta diharapkan mampu:

- Mengidentifikasi dan mengusulkan parameter pekerja bertalenta sesuai dengan kebutuhan organisasi, menyiapkan dan menentukan pekerja bertalenta untuk keperluan manajemen talenta
- Menyusun, melaksanakan, mengevaluasi program suksesi yang sesuai dengan kebutuhan organisasi; dan melaporkan pelaksanaan serta hasil program suksesi secara berkala ke pemangku jabatan

Apa Saja Yang Dibahas

- Hari ke-1:

* Pengantar Program: PBK dan Sertifikasi Nasional Profesi Manajer SDM

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

- Menjelaskan isi dan manfaat program PBK
- Menjelaskan persyaratan dan prosedur perolehan sertifikasi Nasional Profesi Manajer SDM
- Menyiapkan syarat dan dokumen yang diperlukan untuk mengikuti Uji Kompetensi Sertifikasi Nasional Profesi Manajer SDM

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Problems to be Addressed

This program is intended for you, HR professional (HR Manager) who still needs to enhance competency, in the area of:

- *Talent management*
- *Development of succession management in the organization*
- *Implementation of succession management program in the organization*

Objectives

Having attended this program, the participants are expected to be able to:

- *Identify and suggest the parameter for talented employee which aligned to the needs of organization, prepare and determine the talented employee for the purpose of talent management*
- *Develop, implement, evaluate succession program which aligned to the needs of organization; and report the implementation and result of succession program periodically to the position holders*

Subjects Covered

- Day 1:

* Program Introduction: Competency-Based Training Program and HRM Professional National Certification

Having attended this session, the participants are expected to be able to:

- *Explain content and benefits of PBK program*
- *Explain requirements and procedures to obtain HRM Professional National Certification*
- *Prepare the requirements and documents needed to sit for the Competency Test for HRM Professional National Certification*

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* **Kebijakan Organisasi dan Identifikasi Karyawan Bertalenta**

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

- Membuat perencanaan suksesi
- Menyusun parameter pekerja bertalenta
- Menginventarisasi pekerja bertalenta di organisasi
- Menentukan pekerja bertalenta untuk dikembangkan dan masuk dalam program manajemen suksesi

- Hari ke-2:

* **Perencanaan Program Suksesi**

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

- Merancang manajemen suksesi
- Mendapatkan persetujuan program suksesi
- Menganalisa kebutuhan pembelajaran dan pengembangan (TNA)

* **Implementasi Program Suksesi**

Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:

- Menyusun rencana pelaksanaan program suksesi
- Melaksanakan program suksesi
- Memantau pelaksanaan program suksesi

* **Penyusunan Action Learning**

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* **Organization Policy and Identifying the Talented Employees**

Having attended this session, the participants are expected to be able to:

- *Develop of succession planning*
- *Develop the parameters for the talented employees*
- *Record the talented employees in the organization*
- *Determine the talented employees to be developed and submitted into management succession program*

- Day 2:

* **Succession Planning**

Having attended this session, the participants are expected to be able to:

- *Design the succession management*
- *Obtain the approval for succession program*

* **Implementation of Succession Planning**

Having attended this session, the participants are expected to be able to:

- *Develop the plan for the implementation of succession program*
- *Implement the succession program*
- *Monitor the implementation of succession program*

* **Developing Action Learning**

Price: IDR 6.100.000,-

Uji Kompetensi Nasional (1 hari): IDR 2.500.000

Uji kompetensi dapat diselenggarakan di Tempat Uji Kompetensi PPM (TUK PPM), pada jadwal yang tersedia.