



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Talent Management

Custom Courses / Human Resources and Training

Unit Standard AATICD-0179 · NQF Level 5 · 10 Credits · 5 Days

COURSE OVERVIEW

This course equips learners with the skills to effectively manage talent within an organization, including recruitment, retention, development, and succession planning. It focuses on aligning talent strategies with business objectives to enhance organisational performance.

Category	Custom Courses
Subfield	Human Resources and Training
Unit Standard	AATICD-0179
Accreditation	SAQA Accredited · NQF Level 5 · 10 Credits
Duration	5 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply talent management principles to attract and retain skilled employees.
- Analyse workforce needs and develop strategies to address talent gaps.
- Evaluate the effectiveness of talent management programs and initiatives.
- Design career development and succession planning frameworks.
- Implement performance management systems to support employee growth.
- Demonstrate understanding of legal and ethical considerations in talent management.

WHO SHOULD ATTEND

- HR professionals, managers, and team leaders responsible for talent acquisition, development, and retention within their organisations.

COURSE OUTLINE

Day 1: Foundations of Talent Management

- Introduction to talent management: definitions and scope
- The talent management lifecycle: attract, develop, retain
- Strategic alignment of talent management with business goals
- Roles of HR, managers, and leadership in talent management
- Overview of talent management frameworks and best practices

Day 2: Talent Acquisition and Onboarding

- Workforce planning and job analysis
- Sourcing strategies: internal vs external talent
- Employer branding and value proposition
- Interviewing techniques and assessment centres
- Onboarding: purpose, design, and measurement

Day 3: Performance Management and Development

- Performance management cycle: goal setting, feedback, appraisal
- Performance review methods: 360-degree, rating scales, OKRs
- Coaching and feedback skills
- Talent reviews: identifying high potentials and key talent
- Succession planning: building talent pipelines

Day 4: Learning, Development, and Career Management

- Learning needs analysis and training design
- Development methods: on-the-job, mentoring, e-learning
- Career management: career paths, mentoring, sponsorship
- Creating a learning culture and knowledge sharing
- Measuring ROI of learning and development

Day 5: Retention, Engagement, and Talent Analytics

- Employee engagement drivers and surveys
- Retention strategies: rewards, recognition, work-life balance
- Talent analytics: metrics, dashboards, and reporting
- Diversity, equity, and inclusion in talent management
- Building an integrated talent management plan

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **10 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 24,200.00	R 24,200.00
1	In-House	R 31,400.00	R 31,400.00
1	On-Campus (Pretoria)	R 36,200.00	R 36,200.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
10 Aug 2026	14 Aug 2026	On-Campus	Abu Dhabi, UAE
17 Aug 2026	21 Aug 2026	On-Campus	Harare, Zimbabwe
17 Aug 2026	21 Aug 2026	On-Campus	Shenzhen, China
24 Aug 2026	28 Aug 2026	On-Campus	Bangkok, Thailand
24 Aug 2026	28 Aug 2026	On-Campus	Victoria Falls, Zimbabwe
31 Aug 2026	04 Sep 2026	On-Campus	Lusaka, Zambia
31 Aug 2026	04 Sep 2026	On-Campus	London, UK

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

- 1. Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard AATICD-0179) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
- 2. Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
- 3. Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
- 4. Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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