|  |  |
| --- | --- |
|  | ***BANGLADESH-JAPAN TRAINING INSTITUTE*** |

**2 Days - long Exclusive Training on**

**Talent management Master Class:   
Ensure Sustainable Business Growth**

Resource Person: **Mr. Rupak M Nasrullah Zaidi** Trainer, OD & HR Practitioner & Management

Consultant

**Overview of the Program:**

‘‘Our people are our most important asset’’ This is the management mantra we have heard for long. Today, this phrase is uttered in hushed and fearful tones by executives and managers acknowledging and contemplating the challenges of delivering value within their organization through people. In short, the rhetoric has been taken over by the reality.

As business and organizational leaders have confronted this new reality, they have looked for new ways to better understand, measure, and manage this important asset. While they may understand intuitively the importance of their talent strategies to organizational success, they yearn for a model that allows them to conceptualize, measure their progress, and leverage this asset to add greater value.

Based on research, consulting assignments, and the input from preeminent contributors, we conclude that the core talent management framework required for creating a culture for success consists of three elements. These are:

* A talent management creed composed of a widely publicized set of core principles, values, and mutual expectations that guides the behavior of an organization and its people.
* A talent strategy makes explicit the types of people in whom the organization will invest.
* A talent management system consists of a set of procedures, systems, and processes that translate an organization’s talent creed and strategy into a diagnostic and implementation program for investing in the people who exemplify the culture that will achieve organization excellence.

**Objective:**

* How to establish Talent Management Framework
* How to align Talent Management, Culture and business excellence
* Measure Human Capital and the value it contributes
* Design effective People Management framework
* Designing people strategy and integrating them into the overall Business Strategy
* Get insight into why high potential leaders falter, and methods for assessing and improving leadership effectiveness.
* Learn about People Equity Framework for new thought of Talent Management

**Target participants:**

* Anyone who has responsible for leading people
* Anyone who is working in HR, Talent Acquisition, Talent Management
* Those who are responsible for strategic planning and execution
* Anyone interested in or responsible for succession planning and leadership Development
* Anyone who is teaching or is a student of human resources or related disciplines
* Anyone who is involved in Consultancy for HR, Organization Development
* Anyone who is leading other functional department

**Modules:**

**Module-1: The Business of Talent Management**

**Module-2: Creating a Talent Management Program for Organization Excellence**

**Module-3: Designing and Assembling the Building Blocks for Organization Excellence: The Talent Management Model**

**Module-4: Formulating Coaching, Training, and Development Approaches that Drive Talent Management Processes**

**Module-5: Making Compensation an Integral Part of Your Talent Management Program**

**Module-6: Using Talent Management Processes to Drive Cultures of Excellence**

**Module-7: Using Talent Analysis and Planning Techniques to Enhance Talent Management Program**

**Module-8: Integrated Talent Management Scorecard**

Held Date: 29-30 November 2024



08:45 am - 05:00 pm

Deadlinefor Registration: 28 November 2024



Bangladesh-Japan Training Institute, Room # 7, 7th Floor, Eastern Plaza, Sonargaon Road, Dhaka.

|  |  |
| --- | --- |
| **Resource Person:**  **Mr. Rupak M Nasrullah Zaidi**    **Trainer, OD & HR Practitioner & Management Consultant** | **Rupak M Nasrullah Zaidi, General Manager-HRM, Power Grid Bangladesh**  Mr. Zaidi is Training, Organization Development and HR specialist having more than 23 years’ experience in different industry. He has exposure as KPI consultant at home and abroad. He has completed Masters in HRM under the University of Dhaka.  **Expertise as Consultant** for more than 30 organizations at home and abroad in the following areas:   * Business Growth & Management * Business Process Reengineering * Setting KPI * Designing effective Performance Management System * Running Assessment Centre * Organization Restructuring * Process Development * Competency Mapping * Organization Development * HR Audit & Compliance Audit * Management Development * Business Automation * Assessment Centre * Visual Management System * Kaizen & 5 S Implementation * Operational Efficiency & Excellence   **Specialized in training in the areas of:**   * Strategic Leadership * Advanced HR areas, * Operational Excellence, Kaizen, ‘5 S’ * Salesmanship, Marketing, Branding, Negotiation * Customer Service, Soft Skills * Team Building, Change Management, * Psychometric Testing, Personality, Behavioral Change * Organization Development, Organizational Leadership * Work Process Standardization     He has contributed in the HR Development in the country through his research based studies, knowledge sharing sessions, analytical paper preparation, information based module and material preparation and sharing. He is now servicing in Power Grid Bangladesh as GM-HR  **Professional Certification & Achievement**   * Certified Business Consultant from Institute of Certified Business Consultants – USA * Certified KPI Professional from KPI Institute, Australia * Certified NLP Practitioner by American Board of NLP * ICF Certified Associate Leadership & Executive Coach * Advance Diploma in NLP from ABNLP * Lean Six Sigma Black Belt in HR [BBHR] * Certified Six Sigma Master Black Belt * Certified Six Sigma Trainer * certified Lean Office Professional * Certified Kaizen Facilitator * Certified Strategic HR Business Partner * Certified Total Reward Professional – ATRI-Singapore * Accredited Management Consultant * Business Process reengineering Consultant * Performance Catalyst * HR Auditor * Certified Team Supervisor * **Certified Corporate Leadership Facilitator** * Certified Psychometric Professional * World Training & Development Leadership Award   **Professional Affiliation**   * **Panel Trainer of Human Capital Institute – USA** * Accredited Trainer of Singapore Training & Development Association * Accredited Trainer and Consultant of ICBC-USA * Senior Fellow: Management & Strategic Institute-USA * Member-Harvard Business Review Advisory Council * Professional International Member-ATD-USA * Member of CPTN – Canada * Member of American Management Association * Member – SHRM-USA * Life fellow BSHRM   **Mr.** **Zaidi attended as speakers** in International Conferences & Facilitated Training in   * Singapore * Malaysia * India * Nepal * Sri Lanka * Bangladesh * Tanzania |

|  |  |
| --- | --- |
| **Registration Fees** | **BDT 7,000/-** Per Participant **excluding VAT & TAX.** (Members of BJTI, BAAS and Organizations nominating five or more delegates will enjoy **10%** discount on course fee). The fee will cover tuition, stationery, reproduction of training material, training aids/ equipment, cost of venue, food & refreshment, certificate etc. |

Certificate of attendance will be provided