



JALUR KOMPREHENSIF: MANAJEMEN TALENTA

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

* **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

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*

* **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*



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- Hari ke-2:
 - * **Perencanaan Program Suksesi**
Setelah selesai mengikuti sesi ini, peserta diharapkan mampu:
 - Merancang manajemen suksesi
 - Mendapatkan persetujuan program suksesiMenganalisa 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**
 - Uji Kompetensi Nasional (1 hari): IDR 2.500.000
 - Uji kompetensi dapat diselenggarakan di Tempat Uji Kompetensi PPM (TUK PPM), pada jadwal yang tersedia.
- 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*
 - * **Depeloping Action Learning**

IDR 6.100.000