



# Integrated Talent Management Certificate

Match your talent strategy to your organizational objectives.

**AHCCCS and ATD have teamed up to offer a course that's designed to help you improve your talent strategy approach and achieve your organization's objectives.**

**M**anaging talent with a coherent strategy is an important responsibility for the talent development professional. In this hands-on talent management program, you will uncover the practices essential to achieving an integrated talent management approach—no matter your organization's size.

Learn practical methods for taking an integrated approach to developing a talent management strategy. Key areas of consideration include the employee life-cycle phases of workforce planning, talent acquisition, engagement and retention, succession planning, rewards and compensation, learning and development, and performance management.

## Earn the Integrated Talent Management certificate after:

- Attending all days of the program.

*Successful participants of this program will earn the ATD Integrated Talent Management certificate.*





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## Derived From ATD Research, Backed by Our Capability Model

**The ATD Talent Management program will prepare you with the knowledge and skills needed to ensure the provider workforce has the capacity, competency, and commitment to reach across Arizona to provide comprehensive quality health care to those in need.**

Learn how to build your organization's workforce planning and talent acquisition, employee engagement and retention, succession planning, rewards and compensation, and performance management capabilities with an integrated approach.

### Why you should attend:

- Build a road map for an integrated talent strategy that will prepare your organization for success today and in the future.
- Learn from the approaches of your expert facilitator and your colleagues in the course.
- Be empowered with the tools you need to facilitate the strategic development of talent to support organizational needs.

### After this program, you will be able to:

- Describe the key practices of integrated talent management and how these practices support each other when integrated.
- Align talent management to organizational objectives.
- Compare various talent management systems to assist in selecting a system, identifying upgrades to an existing system, and planning an implementation.
- Equip managers to develop their people.
- Organize delivery of developmental resources including integration with performance management.
- Promote high-performance workplaces.
- Coordinate workforce and succession planning.
- Facilitate the career development planning process.
- Support engagement and retention efforts.
- Identify resources for individual and organizational assessments.
- Select talent management analytics to show results and impact.

## What Participants Are Saying

“I would recommend this program for many reasons, but mainly because it is presented in a logical and relevant way, which allowed for me to understand the basics of talent management with more complexity.”

—ATD Program Participant