

## **CHRMP™ Talent Development with certification**

<b>Date and duration</b>
Training code : RH003EN Duration : 3 days Nombre d'heures : 21 heures
<b>Training with certification</b>
Certified Human Resource Management Professional - Talent Development
<b>Body</b>
<p>At the heart of today's business challenges lies talent development. It involves identifying, developing, and leveraging employee skills to meet current and future challenges.</p> <p>This strategic HR function requires solid expertise in job analysis, competency mapping, the design of individualized development plans, and training management.</p> <p>Through this 3-day training, you will gain an in-depth understanding of the various aspects of talent development. You will acquire the skills needed to analyze your organization's competency needs, design personalized development programs, implement effective training initiatives, and measure their impact.</p> <p>Using both theoretical modules and practical exercises, you will learn to master key tools such as competency matrices and performance dashboards.</p>
 <p><b>chrmp™</b> CERTIFIED HUMAN RESOURCE MANAGEMENT PROFESSIONAL</p>
<p>At the end of this program, you will also be fully prepared for the CHRMP™ Talent Development certification exam.</p>
<b>Objectifs</b>
<p><i>By the end of this training, you will be able to:</i></p> <ul style="list-style-type: none"><li>• Develop expertise in job analysis to clearly define roles, responsibilities, and required skills</li><li>• Build a clear competency matrix to optimize recruitment and talent development processes</li><li>• Design personalized training plans, tailored to both individual and collective needs, and implement effective training using innovative pedagogical methods</li><li>• Apply adult learning (andragogy) principles to foster learner engagement and maximize transferability to the workplace</li><li>• Use HR data analytics tools to measure the impact of training on individual and collective performance, and optimize resource allocation</li><li>• Implement organizational development projects with a systemic approach, integrating human, organizational, and strategic dimensions</li><li>• Sit for the CHRMP™ Talent Development exam and earn the certification</li></ul>
<b>Points forts</b>

- Learn from expert HR trainers
- 12-month access to the CHRMP Academy platform (videos, webinars, quizzes)
- Real-world case studies to apply your knowledge in group settings
- Continuous support throughout the program with regular assessments and personalized follow-up
- The CHRMP Talent Development certification exam included in the package

## Certification

*This program prepares you for the Certified Human Resource Management Professional – Talent Development certification.*

### **Exam Format:**

- Online exam
- 50 multiple-choice questions
- Duration: 1 hour
- Passing score: 60% minimum
- Topics cover all key areas of talent development: from job analysis to HR-focused Excel skills
- After the Exam:
- Digital certificate and blockchain-verified badge delivered within 10 days
- Validity: 3 years
- Renewal may require continuing education or partial retesting

**Note:** Training is in French, but the CHRMP Academy platform and certification exam are available only in English.

## Modalités d'évaluation

Practical Work

Case study

## Pré-requis

*No specific professional experience or prior skills are required.*

## Public

*This training is intended for:*

- HR generalists wishing to deepen their expertise in talent development
- Training managers looking for a broader vision of skills development in organizations
- HR consultants supporting clients with talent development strategies
- Senior managers responsible for team skills development
- Learning & Development (L&D) professionals seeking to optimize their practices
- Anyone interested in talent development and organizational growth

## Programme

### **Module 1: Introduction to Job Analysis**

- Analyze existing roles and identify required talents
- Develop clear and specific job descriptions aligned with organizational standards
- Evaluate and grade positions (ranking, factor comparison, point method)

- Use evaluation results to structure fair compensation, career paths, and development levers

*Practical work:*

- *Analyze, refine, and evaluate job descriptions*

## **Module 2: Building Competency Mapping and Identifying Talent**

- Develop a competency matrix using job descriptions and organizational culture
- Identify its uses in HR management (recruitment, development, etc.)
- Integrate workforce planning principles

*Practical work:*

- *Build part of a competency matrix*

## **Module 3: Identifying Development Needs**

- Analyze skill gaps using the matrix
- Identify levers for talent development within the organization
- Plan actions within a competency development plan

*Practical work:*

- *Identify skill gaps and design action plans*

## **Module 4: Implementing and Evaluating Training Initiatives**

- Select appropriate training methods
- Apply experiential learning and adult learning principles
- Design learning materials and evaluations (Kirkpatrick model)
- Implement and monitor a training plan

*Practical work:*

- *Develop a training plan*

## **Module 5: Analytical Talent Development Management**

- Interpret data to evaluate training ROI
- Analyze training costs in relation to productivity
- Assess employee skills for strategic development
- Use analytical models to adapt talent development strategies

*Practical work:*

- *Plan the measurement of training impact*

## **Module 6: Organizational Development and Excel for HR**

- Introduction to theories and principles of organizational development
- Design and implement organizational development initiatives linked to talent development
- Engage stakeholders and communicate effectively
- Monitor and evaluate development initiatives

*Practical work:*

- *Define key actions for your company and prepare a presentation for top management*