

MERCER PUBLIC WORKSHOP

美世公开研讨会

保留与激励关键人才

随着亚洲乃至全球对关键性人才需求的日益增长，保留与激励关键人才已成为企业管理者面临的关键问题。哲学家萨特说，“知道失去了才知道珍惜”。这句话大概可以引起太多业务经理和人力资源经理的共鸣吧。定期查看离职率的信息，已经成为了工作中不那么令人愉快的部分。不过，面对关键人才的流失，更应该做的是汲取有意义的经验。美世为期1天的研讨会旨在分享美世在人才保留与激励方面最新的调研结果并讨论人才保留与激励策略及实用技巧。

课程概述

人才保留与激励的挑战

- 人才流失成为业务重点
- 人才流失的替换成本

明确关键人才及其流失风险

- 如何定义关键人才
- 能见度报告1: 继任者计划
- 能见度报告2: 人才地图
- 能见度报告3: 潜力评估标准

人才流失原因

- 外界影响因素
- 个人特征
- 组织实践因素

保留与激励人才的工具和方法

- 个人价值观分析
- 个性特点分析
- 职业能力分析
- 影响个人工作满意度分析
- 个人和职业“资产负债表”分析

谁应对保留与激励人才负责

- 衡量人才保留与激励效果
- 开发你的人才保留与激励策略

联络

美世学习与发展热线电话

电话: 400-600-5599

电邮: learning.china@mercer.com

学员收获

- 最新美世保留与激励人才调研结果分享
- 人才流失的原因分析
- 有效的保留与激励策略
- 保留与激励关键人才的实践工具和技巧

学员对象

认为自己的人才队伍面临流失风险, 愿意学习有效方法保留与激励本公司关键员工的人力资源管理者、组织开发专业人士及企业管理者

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RETAINING AND MOTIVATING KEY TALENT

With increasing demand for key talent in Asia and around the globe, retaining and motivating top talent has become a critical issue for business leaders. The philosopher Jean Paul Sartre once said, “We do not treasure things until we lose them” – a statement that will resonate with many business managers and HR professionals. Regularly reviewing the turnover rate of their organizations has become a rather unpleasant work routine for HR professionals. But on the plus side, every time you analyze turnover and “brain drain,” you gain valuable experience. This one-day workshop focuses on retention strategies and practical tools to assist you in retaining and motivating your most valued employees.

TOPICS COVERED

Addressing the retention challenge:

- Turnover as a business priority.
- Replacement cost.

Identifying talent and talent risk:

- Definition of key talent.
- Visibility report 1: succession plan.
- Visibility report 2: talent map.
- Visibility report 3: talent potential measurement.

Assessing drivers of turnover:

- External influences.
- Individual attributes.
- Organizational practices.

Mastering the tools for retaining and motivating key talent:

- Personal values analysis.
- Personality traits analysis.
- Career competency analysis.
- Job satisfaction analysis.
- Personal and professional “profit and loss” analysis.

Deciding who is accountable for retaining and motivating key talent:

- Measurement of impact.
- Development of your talent retention strategy.

CONTACT

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BENEFITS TO PARTICIPANTS

- Access to the latest Mercer attraction and retention survey data.
- Identification of key retention challenges.
- Retention strategies that work.
- Tools and tactics for retaining and motivating key talent.

TARGET PARTICIPANTS

HR managers, senior HR leaders, OD professionals, and business leaders who believe their talent pool may be at risk and are keen to retain their organization's top performers

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