Talent Calibration Practices Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Talent Calibration Practices is a strategic, data-driven approach designed to enhance workforce performance, succession planning, leadership readiness, and organizational agility. In today’s dynamic business landscape, organizations must leverage performance analytics, competency frameworks, DEI alignment, AI-driven talent insights, and high-potential identification models to ensure fair, objective, and future-focused talent decisions. Talent Calibration Practices Training Course equips HR leaders and business executives with structured methodologies to eliminate bias, strengthen workforce planning, and build high-performance cultures through systematic calibration frameworks.

This intensive program integrates talent analytics, 9-box grid optimization, succession management, performance differentiation, employee engagement strategies, and predictive workforce planning to create measurable business impact. Participants will gain hands-on expertise in conducting calibration sessions, using real-world case studies, embedding governance models, and aligning talent decisions with strategic business objectives. The training promotes transparency, data integrity, leadership accountability, and continuous improvement within the performance management ecosystem.

Programme Curriculum

Talent Calibration Practices Training Course

Introduction

Talent Calibration Practices is a strategic, data-driven approach designed to enhance workforce performance, succession planning, leadership readiness, and organizational agility. In today’s dynamic business landscape, organizations must leverage performance analytics, competency frameworks, DEI alignment, AI-driven talent insights, and high-potential identification models to ensure fair, objective, and future-focused talent decisions. Talent Calibration Practices Training Course equips HR leaders and business executives with structured

methodologies to eliminate bias, strengthen workforce planning, and build high-performance cultures through systematic calibration frameworks.

This intensive program integrates talent analytics, 9-box grid optimization, succession management, performance differentiation, employee engagement strategies, and predictive workforce planning to create measurable business impact. Participants will gain hands-on expertise in conducting calibration sessions, using real-world case studies, embedding governance models, and aligning talent decisions with strategic business objectives. The training promotes transparency, data integrity, leadership accountability, and continuous improvement within the performance management ecosystem.

Course Duration

5 days

Course Objectives

1. Implement AI-powered Talent Analytics for objective performance differentiation
2. Design and deploy a 9-Box Grid Calibration Framework
3. Strengthen Succession Planning & Leadership Pipeline Development
4. Reduce unconscious bias using DEI-Centric Calibration Models
5. Align talent decisions with Strategic Workforce Planning
6. Build High-Potential (HiPo) Identification Systems
7. Integrate Performance Management Digitization tools
8. Apply Data-Driven Decision-Making Models in calibration sessions
9. Enhance Organizational Capability Mapping
10. Develop Future Skills & Competency Frameworks
11. Improve Employee Engagement & Retention Strategy through fair calibration
12. Establish Talent Governance & Risk Mitigation Frameworks
13. Measure ROI using People Analytics & Predictive HR Metrics

Target Audience

1. HR Directors & CHROs
2. Talent Management Leaders
3. Learning & Development Heads
4. HR Business Partners (HRBPs)
5. Organizational Development Specialists
6. Business Unit Leaders
7. Performance Management Professionals
8. Succession Planning & Workforce Strategy Teams

Course Modules

Module 1: Foundations of Talent Calibration

- Evolution of Performance Management
- Calibration vs Traditional Appraisal
- Competency-Based Assessment Models
- Role of Leadership in Calibration
- Governance & Documentation Standards

- **Case Study:** Global technology firm redesigning its performance calibration to improve leadership pipeline accuracy.

Module 2: 9-Box Grid & Talent Segmentation

- 9-Box Grid Architecture
- Performance vs Potential Metrics
- HiPo Identification Criteria
- Risk of Misclassification
- Calibration Readiness Checklist
- **Case Study:** Manufacturing company reducing promotion bias using structured 9-box review sessions.

Module 3: Data-Driven Calibration & Talent Analytics

- People Analytics Dashboards
- AI-Based Performance Insights
- Predictive Workforce Modeling
- KPI Alignment & Talent Scorecards
- Data Integrity & Validation
- **Case Study:** BFSI organization implementing predictive analytics to identify leadership gaps.

Module 4: Bias Mitigation & DEI Integration

- Unconscious Bias in Talent Reviews
- Inclusive Calibration Frameworks
- DEI Metrics & Reporting
- Fairness & Transparency Models
- Ethical Decision-Making Protocols
- **Case Study:** Multinational firm improving gender diversity in leadership through calibration redesign.

Module 5: Succession Planning & Leadership Readiness

- Succession Bench Strength Analysis
- Critical Role Identification
- Readiness Mapping
- Development Acceleration Plans
- Risk & Contingency Planning
- **Case Study:** Healthcare organization building emergency succession strategy for executive roles.

Module 6: Conducting Effective Calibration Sessions

- Pre-Work & Data Preparation
- Facilitating High-Stakes Talent Dialogues
- Conflict Resolution Techniques
- Documentation & Decision Alignment
- Post-Calibration Action Plans
- **Case Study:** Retail enterprise standardizing global calibration sessions across regions.

Module 7: Linking Calibration to Learning & Development

- Individual Development Plans (IDPs)
- Competency Gap Analysis

- Leadership Development Journeys
- Coaching & Mentoring Alignment
- ROI Measurement of Development Programs
- **Case Study:** IT services firm aligning calibration outcomes with targeted upskilling programs.

Module 8: Digital Transformation & Continuous Improvement

- HR Tech & Talent Management Systems
- Automation in Performance Cycles
- Agile Performance Management
- Continuous Feedback Models
- Calibration Audit & Continuous Improvement
- **Case Study:** Startup scaling performance calibration using cloud-based HR platforms.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com