



# Academic Talent Management Certificate®

Digital training program for  
strategic talent and succession management  
with academic certificate

(this course is creditable for the Executive MBA of the TU Vienna)

## The certificate training program in detail:

**Kick-Off:** Overview and overall content,  
equipment, formats

Mon. March 13th. 2023 (16-18 p.m.)

**TMI® - Status check**

from March 13th 2023 – April 17th 2023

### Module 1: Strategically align talent and succession management

Session	Focus	Date	Time
1a	What does strategically align talent and succession management mean? Identify business strategic key positions and expert positions	Thu. 16.03.	15-18
1b	Recognize and identify risk positions and development positions	Fri. 17.03.	15-18

Work on work assignments, setting office hours, HOTs, etc.

### Module 2: Competencies critical to success in the future

Session	Focus	Date	Time
2a	Define and describe business-relevant competencies of the future	Thu. 30.03.	15-18
2b	Sharpening the perception of the competencies of the future and recognizing potential on the basis of potential indicators	Fri. 31.03.	15-18

Work on work assignments, setting office hours, HOTs, etc.

### Module 3: Identifying the right talents - Identifying talents the right way

Session	Focus	Date	Time
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3a	State of the art and trends (people analytics), leadership balance sheet	Thu. 20.04.	15-18
3b	Exchange of experience in the sense of best practice	Fri. 21.04.	15-18

Work on work assignments, setting office hours, HOTs, etc.

### **Topping-House-Party**

Wed. 26.04. 15-17 h

### **Module 4: Readiness for the future: shaping learning processes of the future**

Session	Focus	Date	Time
4a	Learning architecture – digital, analog, synchronous, asynchronous, windows of learning opportunity	Thu. 25.05.	15-18
4b	Window of Learning Opportunity - learning design in the immediate sphere of influence; learning formats and learning settings of the future, in concrete terms.	Fri. 26.05.	15-18
<b>Enhance-Checkup – Talent and Succession Management</b>		Tue. 30.05	15-18

Work on work assignments, setting office hours, HOTs, etc.

### **Module 5: Designing succession management professionally**

Session	Focus	Date	Time
5a	"Dancing with the power" - recognizing and making sense of the power game in talent and succession management; identification of the right successor	Wed. 07.06.	15-18
5b	Getting onboarding right	Fri. 09.06.	15-18

Work on work assignments, setting office hours, HOTs, etc.

### **Module 6: Create measurable and sustainable impact in the organization**

Session	Focus	Date	Time
6a	The customized talent management dashboard, outline of a succession risk matrix	Fri. 16.06.	15-18

