Strategic Talent Architecture

1 – 5 November 2027
Milan (Italy)



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Ref: 328849_230360 **Date:** 1 – 5 November 2027 **Location:** Milan (Italy) **Fees:** 5200 GBP

Why This Course

In an era defined by rapid transformation and competitive talent markets, organizations must go beyond traditional HR practices to design agile and future-ready talent ecosystems. Strategic Talent Architecture enables leaders to build integrated frameworks that align talent capabilities, organizational strategy, and business growth.

This program equips participants with the strategic tools to define the competencies, structures, and succession pathways needed to attract, develop, and retain top talent. It bridges workforce design, leadership development, and business strategy — empowering participants to architect talent systems that fuel performance, innovation, and long-term organizational resilience.

What You'll Learn and Practice

By joining this program, you will:

- Understand the principles and strategic value of Talent Architecture.
- Learn to connect organizational strategy with talent design and capability planning.
- Build frameworks for competency modeling, role profiling, and succession management.
- Develop approaches for identifying and nurturing high-potential talent.
- Design integrated talent ecosystems that combine performance, development, and engagement.
- Align talent architecture with culture, technology, and future workforce needs.

The Program Flow

Day 1: The Foundations of Strategic Talent Architecture

- The evolution of talent management into a strategic capability.
- Aligning talent architecture with organizational vision and priorities.
- Core components: workforce design, capability mapping, and leadership pipelines.
- Case study: how leading organizations architect talent for agility and growth.

Day 2: Competency Frameworks and Role Design

- Defining core, functional, and leadership competencies.
- Building job families and role frameworks to support organizational scalability.
- Linking competencies to performance, learning, and career progression.
- Workshop: designing a competency model for a business function.



Day 3: Succession and Leadership Pipeline Development

- Identifying critical roles and potential successors.
- Tools for assessing readiness, potential, and leadership capacity.
- Building robust talent pipelines and succession matrices.
- Group exercise: creating a succession plan for strategic roles.

Day 4: Integrating Talent Systems and Technology

- Leveraging digital platforms and analytics for talent visibility.
- Integrating talent architecture with HR systems, learning, and performance management.
- Using data-driven insights to inform workforce and development decisions.
- Practical activity: designing an integrated talent dashboard.

Day 5: Future-Proofing the Talent Architecture

- Embedding diversity, equity, and inclusion DEI into talent systems.
- Managing evolving capabilities for digital transformation and innovation.
- Governance and continuous improvement in talent strategy.
- Action workshop: developing a long-term strategic talent architecture blueprint.

Individual Impact

- Gain strategic insight into how talent design drives organizational performance.
- Build practical expertise in competency mapping and leadership pipeline creation.
- Strengthen decision-making skills using analytics and talent insights.
- Develop the confidence to lead enterprise-wide talent strategy initiatives.

Work Impact

- Align talent systems with strategic business priorities and organizational goals.
- Improve succession readiness and leadership continuity.
- Increase workforce agility, adaptability, and long-term sustainability.
- Create a culture of growth, capability development, and high performance.

Training Methodology

This program blends strategic analysis, design thinking, and applied talent management practices. Learning methods include:

- Real-world case studies from global organizations.
- Guided workshops on competency modeling and role design.
- Interactive simulations on succession and capability planning.
- Group projects to develop talent architecture frameworks.
- Toolkits and templates for continued application beyond the course.



Beyond the Course

Upon completion, participants will be equipped to architect integrated, future-focused talent systems that drive organizational excellence and innovation. They will leave prepared to connect strategy, people, and performance — building the talent foundations that sustain competitive advantage and long-term growth.

