



FISH CAMP
LEARNING

TALENT MANAGEMENT PROFESSIONAL

*Approved by Institute of Leadership & Management UK
with*

CERTIFIED TALENT MANAGEMENT ASSESSOR

*by Paradigm Personality Labs, USA
(A Talent Assessment Tool used by Centre of Creative Leadership)*



Institute of
Leadership &
Management



PARADIGM
PERSONALITY LABS

MODULE CONTENT

MODULE

1

STRATEGIC TALENT MANAGEMENT

Talent Management Components • Talent Management Framework • 5 stages of Talent Management • Talent Management Roles & Responsibilities at All Levels • Talent Stewardship Model • Integration of Talent Management with Business Strategy and Processes

MODULE

2

TALENT ASSESSMENT WITH WORKPLACE BIG FIVE PROFILE

*Understanding the 4 Dimensions of Leadership & Talents
• What and How to Assess, Identify and Develop Talent
• Workplace Big Five Profile • Talent & Competency*

MODULE

3

LEADERSHIP DEVELOPMENT & SUCCESSION PLANNING

*Leadership Competencies • Competencies Mapping
• Succession Planning • Identification of Gaps • Leadership 360 • Developmental Plan*

MODULE

4

JOB SELECTION, HIRING & HIGH POTENTIAL IDENTIFICATION

Job Profiling & Competencies Identification • Benchmarking with Workplace Big Five Profile • Job Selection & Role Matching • Identification of High Potential • Assessment Centre • Competencies-based Interviewing

MODULE CONTENT

MODULE

5

PERFORMANCE MANAGEMENT & HUMAN RESOURCE OPTIMIZATION (HRO)

Performance Management Framework • Understanding Human Resource Optimization Model • Workplace 360 Performance • SIMDustry Talent Development Simulation with HRO

MODULE

6

REWARD, RETENTION & EMPLOYEE ENGAGEMENT

Compensation and Remuneration • Career Advancement • Workplace Culture and Trust • Learning & Development Opportunities • Job Security • Relationship with Superior • Work Life Balance & Work Flexibility

MODULE

7

TALENT MANAGEMENT PROJECT & APPLICATION

Learning Transfer and Application • Talent Management Project and Assignment • Presentation



EDUCATION



ABILITY



SKILLS



INNOVATION



PRACTICE



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TESTIMONIALS

"The Certification Workshop is an experience in personal and professional growth—a break-through to get you focused on continuous improvement and development. I thoroughly enjoyed the certification workshop and the relationships I have created, I would recommend this program to anyone. It was presented clearly, in a fun and trusting environment. Theo, I appreciate the candor, your professionalism, & your competence in all aspects."

Bazlisham Abdullah – (Former) Regional HR Manager, Emery Oleochemicals Malaysia

"An excellent, concise certification program focused on the competent use of the assessment tool -WorkPlace Big Five Profile 4.0. I learned so much in this program and it added weights to my professionalism in managing talents and coaching."

Assoc Prof. Dr. Tang Siew Fung – (Former) Dean of Learning & Teaching, Taylor's University

"The workshop has indeed given me a wider perspective on Talent Assessment. The learning from this program will provide a better understanding and narrow down the scope in hiring the right candidate for the right job with the appropriate level of competencies and preferred attributes. I'd strongly recommends HR practitioners especially to those who are managing the Talent Management role to acquire this knowledge to enhance their competencies in assessing talent more accurately in their organisation."

Mohd Razib – Senior HR Manager, DRB Hicom

"This program through WorkPlace Big Five Personality Assessment goes beyond scratching the surface of workplace behavior. Useful Insights and direction are uncovered in analyzing a blend of competencies. Practical and applicable with real scenario case studies."


Sharma Kumari – (Former) Lead, Learning & Development, Averis Sdn Bhd

THE EXPERT

THEOPHILUS WONG is an award-winning and highly sought-after consultant, trainer, international speaker and coach in the field of organizational development and talent management. He has more than 20 professional certification and accreditation including Master Trainer & Practitioner for Workplace Big Five Profile and Talent Management Assessor from Paradigm Personality Labs, Master Trainer for PeopleKeys' Behavioural Consultant of US and StrengthPartnership's Strengthscope Practitioner from UK, Certificate in Integrated Talent Management from Association of Talent Development (ATD) USA, Accredited Competency Professional from Institute of Leadership and Management UK, and a Global Certified Leadership Trainer for Continental Tyre Worldwide.

He was awarded Talent Management Leader of The Year at 27th Global HR Excellence Award and will be recognized as Top Global Talent Management Leader at the coming 28th World HRD Congress. Recently in July 2018 he spoke at the 6th Indonesia Assessment Centre Conference in Jakarta. He is also the co-founder of HR Forum in collaboration with Monash University Malaysia Business School and has been an Industry Advisor for University Tunku Abdul Rahman Bachelor of Social in Psychology and Master in Industrial and Organizational Psychology programmes since 2013.

His has been working with multinationals and public listed companies in providing talent management consultation and training. These includes WWF, Materialise, Denso, Tesco, T-Systems, Etika Holdings, Sysmex, GSC Cinema to name a few.

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