

# Strategic Talent Development for FDI



# To future-proof your business and operations, talent development is vital.

At the heart of every successful business are the people who help with the delivery of its product or service. Ensuring that you have the right people, at the right time, with the right skillset is a constant challenge for businesses. Recent events like the global pandemic; the growing digitalisation of work practices; the need for organisations to become more environmentally conscious, have brought the need for ensuring that the organisation is resourced with the right talent both short and long term into sharper focus.

## A Strategic Talent Solution

Skillnet Ireland, in partnership with IDA Ireland, has developed a strategic talent development programme to help companies develop the talent solutions they need to meet their strategic business challenges.

The programme supports companies in identifying the core skills and competencies required to deliver on their business strategy and build a robust talent development plan. On completion of the programme the capabilities and methodologies acquired will enable companies to adopt a strategic approach to long term talent development.

Companies will also develop a strategic talent development plan as part of the programme, which will support the creation of an IDA Training Grant Proposal seeking funding to deliver the plan.

## How the Programme Works

The programme has been designed to help companies to address their top three strategic business challenges and identify the essential skills and competencies needed to deliver on those challenges.

Flexible in design, it will align with any existing resources, tools, processes or technologies already in place to build a strategic talent development plan. However, it can also support businesses looking for a toolkit to start building their talent assets.

### Expected duration:

3 months

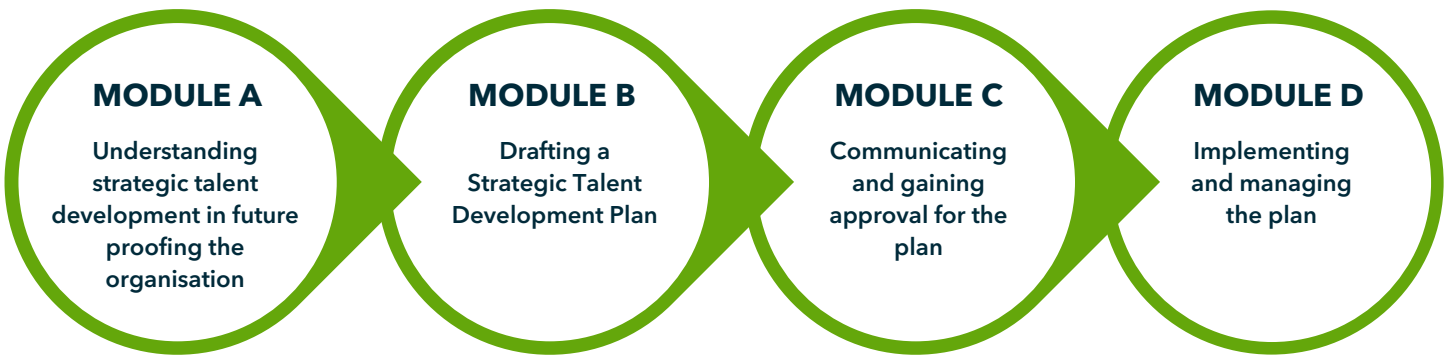


### Expected time to commit:

4-5 days + 6-8 hours of mentoring + approx. 30 hours\* work on building a bespoke strategic talent development plan

\*dependent upon the relevant company data and information available

## Programme Structure



Combination of Workshops and 1:1 Mentoring

### Delivery:

A blend of workshops and one-to-one mentoring with expert workforce development mentors. Tools and templates will be provided to support companies in the talent development planning process, including support to develop a project plan which will drive actions for the company in between mentoring session. Companies will need to invest time and resources in building their strategic talent development plan.

## Programme Benefits

On completion of the programme, companies will be equipped to:



Build and execute their talent development plan aligned with their business strategy (at site and global level)



Increase employee engagement and overall company capabilities



Tackle talent attraction and retention challenges



Identify and select the best talent solutions to build capability

## Entry Requirements

- ✓ Businesses must have a clearly defined, prioritised and agreed set of strategic business challenges endorsed by the site leadership team before commencing the programme
- ✓ Site leadership team/representative must be available for the first workshop as sponsor
- ✓ Companies must have committed suitable resources and time available to manage the project with access to internal stakeholders at a corporate level

## Start Date

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● September 2024

## Cost

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The programme will be available free of charge to participating companies.

**To find out more, please contact your IDA Project Executive.**

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The Strategic Talent Development Programme is brought to you by Skillnet Ireland in partnership with IDA Ireland.



**For more information on Skillnet Ireland visit**  
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