



2-Day Mega Guru Workshop

Certificate in TALENT ACCELERATION, COMPETENCY AND CAPABILITY FOR SUSTAINABILITY

31 Jul-1 Aug 2025 / Royale Chulan Damansara PJ
Selangor (Malaysia)

**Dr William J.
Rothwell**
Penn State University, USA



OVERVIEW

Welcome to the Certificate in Talent Acceleration, Competency, and Capability for Sustainability. This two-day program is designed to provide professionals with the tools, insights, and strategies needed to thrive in today's fast-paced business landscape. In an era defined by digital transformation, global trends and frequent disruption, effective talent management has become absolutely essential for organizational success.



This program offers a holistic approach to addressing the challenges of managing and developing talent in such a dynamic environment. Participants will learn how to accelerate talent development to ensure that their workforce not only meets current demands but is also prepared for the future. By exploring innovative methods to enhance talent growth while maintaining engagement, quality, and alignment with broader organizational goals, attendees will be equipped to lead effectively in their respective fields.



OVERVIEW

cont'd



Building competencies and capabilities is another core focus of the program. As workplaces evolve, so too do the skills necessary for success. This course will describe how to identify necessary skills, competencies, and capabilities. It will also provide valuable insights into identifying and cultivating the competencies that drive adaptability, innovation, and resilience, ensuring that individuals are equipped to meet both current and future challenges. Additionally, participants will learn to align these capabilities with their organization's strategic objectives, positioning their teams for long-term success.

Finally, the program will emphasize the importance of creating a foundation for sustainable change. Sustainable success requires a talent strategy that not only addresses immediate needs but also fosters long-term growth and organizational resilience. Through discussions, case studies, and interactive exercises, participants will gain hands-on experience in exploring how to implement systems and practices that promote continuous learning, agile leadership, and sustainability.

By the end of the program, attendees will be equipped with practical strategies to accelerate talent development, build critical competencies, and establish a framework for sustainable, long-term success in their organizations.

Practical strategies to accelerate talent development, build critical competencies, and establish a framework for sustainable, long-term success



T A L E N T



PROGRAM OBJECTIVES



Upon completing the **TWO-DAY PROGRAM**, participants will be able to:

- 1 **ACCELERATE** talent development by applying innovative strategies to enhance workforce performance and readiness for future challenges
- 2 **DISTINGUISH** between skills, competencies, and capabilities
- 3 **IDENTIFY** and **DEVELOP** key competencies that foster adaptability, innovation, and resilience within their organization, aligning these competencies with broader organizational goals
- 4 **DESIGN** and **IMPLEMENT** sustainable talent management strategies that support continuous growth, learning, and long-term organizational success
- 5 **EVALUATE** and **RESPOND** to global trends and disruptions by crafting agile talent management systems that ensure organizational flexibility and competitiveness
- 6 **INTEGRATE** competency development with strategic business initiatives, ensuring that talent development efforts directly
- 7 **BUILD** a foundation for organizational sustainability by fostering a culture of learning, agility, and leadership development that drives long-term growth and stability

PROGRAM HIGHLIGHTS

EXPERIENTIAL LEARNING

Case studies, role plays, and critical incident analyses to develop practical skills

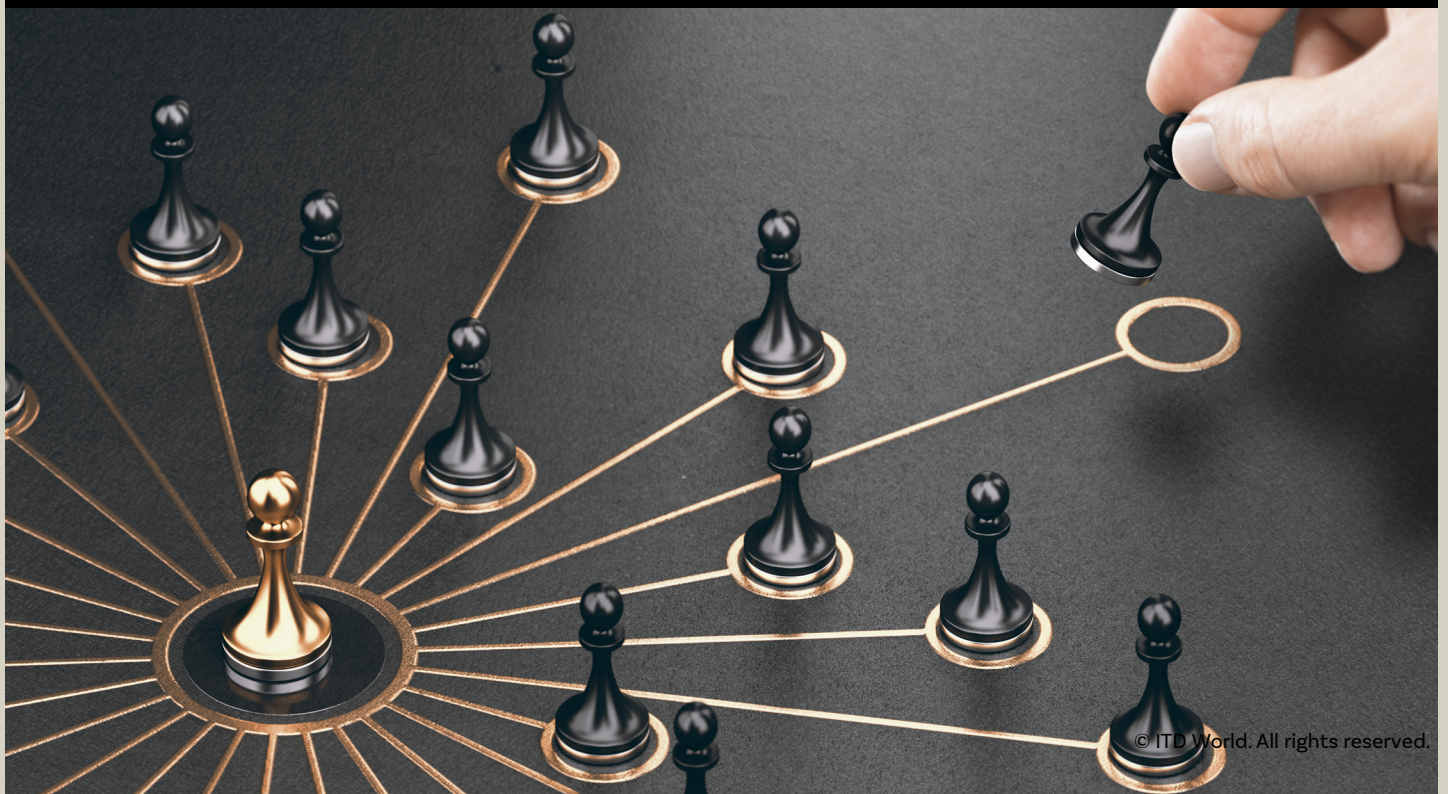
COLLABORATIVE ACTIVITIES

Group discussions and feedback sessions to deepen learning

ACTION-ORIENTED APPROACH

Participants will leave with a clear plan to accelerate talent, build competencies and promote sustainable change in their organizations

... Assessment will be by test after the program with 70% pass mark.



BRIEF OUTLINE

DAY 1

Accelerating Talent Development and Building Critical Competencies

8.30AM-9.00AM

WELCOME AND PROGRAM OVERVIEW

- Introduction to program goals, instructional objectives, and agenda
- Icebreaker activity to set expectations and build participant engagement
- Presenter introduction

9.00AM-9.30AM

UNDERSTANDING TALENT ACCELERATION

- *Presentation:* What is talent acceleration and why is it essential in today's business environment?
- *Activity:* Interactive case study: Analyze a company facing talent shortages and rapidly shifting industry demands. Participants will identify the barriers to talent acceleration and propose solutions.
- *Debrief:* Group discussion to share insights and highlight best practices.

10.30AM-10.45AM

BREAK

10.45AM-12.15PM

STRATEGIES FOR ACCELERATING TALENT DEVELOPMENT

- *Workshop:* Review practical techniques for accelerating talent development, including mentoring programs, coaching, stretch assignments, and leadership development initiatives.
- *Role Play:* Participants will role-play as HR leaders tasked with designing a talent acceleration strategy for their organization, presenting their approach to peers.
- *Debrief:* Group feedback and refinement of strategies.

12.15PM-1.15PM

LUNCH

1.15PM-2.45PM

BUILDING COMPETENCIES FOR ADAPTABILITY AND INNOVATION

- *Presentation:* What are skills, competencies, and capabilities, and how are they identified? Key competencies for a dynamic business environment, with a focus on adaptability, resilience, and innovation.
- *Activity:* Competency mapping exercise. Participants will create a competency framework for their organization's key roles, aligning it with their business objectives.
- *Debrief:* Discussion on how competencies contribute to organizational success and sustainability.

2.45PM-3.00PM

BREAK

3.00PM-4.30PM

CASE STUDY ANALYSIS: DEVELOPING HIGH-POTENTIAL TALENT

- *Case Study:* Participants will analyze a real-world case of an organization facing skill gaps and talent shortages. They will develop strategies for identifying and nurturing high-potential talent.
- *Group Discussion:* Compare approaches and identify lessons learned.

4.30PM-5.00PM

DAY 1 WRAP-UP

- Summary of key learnings
- Q&A and preparation for Day 2

O U T L I N E



BRIEF OUTLINE

DAY 2

Laying a Foundation for Sustainable Change and Organizational Resilience

8.30AM-9.00AM

RECAP AND INTRODUCTION TO DAY 2

- Brief review of Day 1 and introduction to sustainability and long-term talent management.

9.00AM-10.30AM

DESIGNING SUSTAINABLE TALENT STRATEGIES

- *Presentation:* The importance of sustainable talent strategies, focusing on long-term growth, continuous learning, and leadership development.
- *Critical Incident Analysis:* Participants will respond to a critical incident activity about an organization that failed to sustain its talent pipeline. They will propose preventive strategies and solutions.
- *Debrief:* Group reflection on how to integrate sustainability into talent development.

10.30AM-10.45AM

B R E A K

10.45AM-12.15PM

RESPONDING TO GLOBAL TRENDS AND DISRUPTIONS

- *Presentation:* Overview of major global trends (for example, digital transformation, remote work, demographic changes) and their impact on talent management.
- *Scenario Planning:* Small groups will develop a talent strategy in response to a disruptive trend, presenting their findings to the larger group.
- *Debrief:* Compare strategies and examine how agility can support sustainability.

12.15PM-1.15PM

L U N C H

1.15PM-2.45PM

LINKING COMPETENCY DEVELOPMENT TO STRATEGIC INITIATIVES

- *Workshop:* Methods for aligning competency and capability development with organizational goals, ensuring talent initiatives drive business success.
- *Role Play:* Participants will simulate a meeting with senior leadership, where they must present a competency and capability-based talent development strategy that aligns with the organization's vision and strategic initiatives.
- *Debrief:* Group critique and refinement of presentations.

2.45PM-3.00PM

B R E A K

3.00PM-4.30PM

BUILDING A CULTURE OF LEARNING AND LEADERSHIP FOR SUSTAINABLE GROWTH

- *Presentation:* Fostering a culture of continuous learning and agile leadership.
- *Activity:* Participants will design a sustainable leadership development program for their organization, incorporating feedback loops, leadership rotations, and continuous learning opportunities.
- *Group Discussion:* Best practices for embedding learning and leadership in organizational culture.

4.30PM-5.00PM

FINAL WRAP-UP AND SUMMARY

- Summary of key takeaways
- *Action planning:* Participants will outline how they will implement the strategies learned in their organizations.

O U T L I N E

MEGA GURU



William J. Rothwell

WILLIAM J. ROTHWELL

Ph.D., DBA, SPHR, SHRM-SCP, RODC, FLMI, CPTD Fellow, is President of Rothwell & Associates, Inc., Rothwell & Associates, LLC, and Rothwell & Associates Korea.



HIGHLIGHTS

- Author of best-selling and award winning books with over 80 internationally published titles
- President, Rothwell & Associates; World-renowned Consultant; Professor, Pennsylvania State University
- Heads the #1-ranked graduate program in HRD in the USA
- Professor of Human Resource Development, Pennsylvania State University
- National Thought Leader for a Linkage-DDI sponsored study of 18 multinational corporations that examined corporate best practices in succession planning and management
- Authored, co-authored, edited and co-edited over 80 books
- Best-selling book *Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from within*, 2nd ed. (New York: Amacom, 2001) is regarded by some as the “corporate bible” on succession management practices.
- Consulted on Succession Planning and Management with a wide array of organizations in business, government, and non-profit settings both in the U.S.A. and internationally.
- Chief investigator of 5 of ASTD’s world-class competency models

AREAS OF EXPERTISE

- Organizational Development & Change Management
- Performance Management & Improvement Talent
- Competency, HR Management & Succession Planning
- Training, Coaching, Mentoring & Action Learning

BIOGRAPHY

WILLIAM J. ROTHWELL, Ph.D., SPHR, is President of Rothwell and Associates, Inc.. He is also Professor of Human Resource Development at the University Park campus of the Pennsylvania State University. He heads the #1-ranked graduate program in HRD in the US. As a Consultant, he has worked with over 40 multinational corporations.

Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored, co-authored, edited and co-edited over 78 books and many best sellers. Among his most recent publications are:

•• The encyclopedia of human resource management (3 volumes) •• Lean But Agile: Rethink Workforce Planning and Gain a True Competitive Advantage •• Invaluable Knowledge: Securing your company’s technical expertise-Recruiting and retaining top talent, transferring technical knowledge, engaging high performers •• The manager’s guide to maximizing employee potential: Quick and easy strategies to develop talent every day •• Human Resource Transformation •• Strategic Human Resource Leader, 2nd edition •• Practicing Organization Development, 3rd edition •• Planning and Managing Human Resources, 2nd edition •• Human Performance Improvement – Building Practitioner Competence, 2nd edition •• ASTD Models for Human Performance Improvement: Roles, Competencies and Outputs •• Career Planning and Succession Management •• Effective Succession Planning, 4th edition •• The Strategic Development of Talent •• Competency-based Human Resource Management •• What CEOs Expect From Corporate Training •• Beyond Training and Development, 2nd edition •• Improving On-The-Job Training, 2nd edition •• Becoming and Effective Mentoring Leader •• Maximizing Talent Potential •• The Workplace Learner: How to Align Training Initiatives with Individual Learning Competencies

Registration Form

FEES AND GENERAL INFORMATION

(Please make copies of this page for registration as required)

31st July - 1st August 2025

Royale Chulan Damansara PJ
Selangor, Malaysia

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Talent Acceleration, Competency and Capability
for Sustainability

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Mobile

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Fax

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Position

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Date

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