



CLD[®]

**CERTIFIED IN
LEADERSHIP DEVELOPMENT**

Certified in Leadership Development

POWERED BY SCIENCE

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Human Capital Growth

Excellence through evidence

Certified in Leadership Development

Courseware and Certification

Organizations must constantly improve the competence of those in leadership roles to enhance their effectiveness in the current role, and plan the replacement of leadership positions. The topics presented in this training package include identifying leadership potential, identifying critical positions, accelerated leader development, and charismatic leadership training.

Core Competencies

1. Design leadership development initiatives based on the drivers to effectiveness.
2. Gain evidence-based understanding of factors that promote leader and leadership effectiveness.
3. Design systems that deliver results by integrating leadership development with succession planning.
4. Go beyond the nine-box model to design results-based succession plan.

Technical Competencies

1. Foundations of Integrated Talent Management
2. Leader Development
3. Succession Planning

Who should Attend

This product is best suited for those managing change and promoting a supportive work culture.

1. HR generalists/business partners/managers
2. Talent management managers/directors
3. Leadership development managers/directors

The Learning Process

Participants may enroll as individuals or as part of a company cohort. Periodically, HCG run open cohorts where individuals from multiple organizations learn simultaneously. Our goal is to provide a flexible learning environment with sufficient structure where participants have learning milestones and a set duration to accomplish their learning goals. All learning content is hosted on our digital learning platform. The learning content is presented in the form of

Expert's View

"HCG's certification courses are a great way to train your HR staff, worldwide. Their evidence-based programs really help move people from a transactional to a change-oriented skill set."



Dr. Bob Lee

*Former CEO,
Center for Creative Leadership*

Testimonial:

"I liked the structured approach that the program had. The learning content was comprehensive, there were assessments and assignments to check for understanding and provide an opportunity to apply the learning, the mentor connects were of great help. Overall, the program design is extremely well thought through."

*Teena George
Certified in Workforce Development
(CWD)*

modularized interactive lessons. Our digital learning platform offers multiple avenues for learning, including games, discussion boards, wikis, and office hours with mentors. All live events are held virtually on our conferencing platform. Participants may engage in their learning from anywhere in the world guided by world class instructors. Our client success methodology ensures that all participants make progress and achieve high levels of learning outcomes.

Certification Process

After completing their learning, participants are required to demonstrate knowledge proficiency, as well as skill proficiency.

There are two important requirements to achieve the certified status

1. Achieving 70% or higher in the certification exam. Topics include Foundations of Integrated Talent Management, Organizational Culture and Change Management, Succession Planning.
2. Successfully complete project assignments in each of the three talent management practices listed above.

Note about the certification exam

To ensure relevance to current industry practices, we collaborate with a number of experts to create the certification exam. Our current certification exam review panel includes talent management experts from the following organizations.

- | | |
|-----------------------|--|
| 1. Abbot | 9. COSI |
| 2. Facebook | 10. metaBUS |
| 3. Google | 11. The Northern Alberta Institute of Technology |
| 4. J. P. Morgan Chase | 12. Northern Illinois University |
| 5. Marriott | 13. Hofstra University |
| 6. Microsoft | 14. Virginia Commonwealth University |
| 7. Proctor & Gamble | |
| 8. Visa | |

Hosted on HCG's Social Learning Platform

- 24X7 access
- Interactive lessons
- Assessments with feedback
- Real world assignments with feedback
- Games and Mindmaps
- Moderated Discussion forums
- Live case study analyses
- Mentor support
- Global peer network

Quick Facts

- Step-by-step guide on each talent management practice
- Multiple downloadable tools and forms
- Scientific backing from more than 500 studies
- Use curriculum for HR education or as a reference tool
- Advance HR careers with multiple Certifications options

Visit these links for more information

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[Success
Methodology](#)

[Other HCG
certifications](#)

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exams](#)

Course Outlines

Foundations of Talent Management

This course is designed to help learners understand the importance of talent management practices in driving organizational, team, and individual outcomes. This is a foundational course and required for completing all HCG certifications. It introduces the various components of a talent management system broadly captured under the pillars of hiring, managing, developing, and supporting employees. It explains the interdependencies in driving outcomes and provides an introduction to high-performance work systems. The career track of a talent management professional is explained. Learners gain familiarity with industry practices in talent management and variation across segments.

Performance objectives

1. Conduct a TM system effectiveness audit
2. Identify opportunities for integrating TM processes to meet a business need
3. Assist in the recruitment of evidence based TM professionals
4. Identify gaps in TM practices compared to industry benchmarks

Learning Objectives

1. What is talent management?
2. What is the business case for talent management?
3. How do organizations benefit from talent management?
4. Characteristics of a high impact integrated talent management system
5. Evidence based talent management and its importance
6. Careers in talent management
7. Industry practices in talent management

Lesson Outline

1. What is talent management (TM)?
2. Role of TM in organizations (business case)
3. A business case for TM
4. Most pressing talent concerns
5. Challenges with current practices in TM
6. Characteristics of a highly effective TM systems

7. Important concepts in TM
8. Traditional human resources vs. Talent management
9. Components of a TM system
10. Evidence-based talent management (EBTM)
11. Operating as an evidence-based TM professional
12. Careers in talent management
13. Role of ethics and integrity in the practice of talent management
14. Industry specific practices in talent management
15. High-performance work systems
16. Evidence on effective TM practices

Leader Development

In this course, participants learn about models of effective leader behaviors, such as situational leadership theory and full range leadership theory. Additionally, they will gain knowledge on leader development programs, including accelerated leader development and charismatic leadership training. The course includes special topics on globalization and gender in leadership and current and future trends in leadership development.

Performance objectives

1. Helps others understand the unique characteristics of leaders
2. Support the selection of assessments tools to predict leadership success
3. Support the design of leadership development programs
4. Support the selection of vendors for deploying leadership development programs
5. Support the design of a training program to grow charismatic leaders
6. Support the deployment of leadership development programs
7. Support progress tracking of participants
8. Design mechanisms to accelerate leader development

Learning Objectives

1. The importance of leadership
2. How leaders contribute to value creation
3. Case study – Growing Leaders at General Electric
4. Important concepts
5. Models of leadership effectiveness
 - a. Situational leadership theory
 - b. Full range leadership theory
6. Important questions on leadership
7. Steps in designing a leadership development program

- 8. Special cases
 - a. Accelerated leader development programs
 - b. Gender and leadership
 - c. Globalization and leadership
- 9. Trends in leadership development
- 10. Myths and evidence about Leadership development

Lesson Outline

1. Awareness of the role of leader development in a Talent Management system
2. Awareness of the important questions and answers on leadership
3. Knowledge of the important leader traits and behaviors
4. Knowledge of the IDP© model for leader identification and development
5. Knowledge of the steps in the identification of leader potential
6. Awareness of the approaches to assessing candidates and selecting high potentials
7. Knowledge of Leader development options
8. Awareness of the evidence on what works in leader development
9. Awareness of the advanced techniques for leader development
10. Awareness of structured job experiences
11. Knowledge of the methods of growing charismatic leaders
12. Knowledge of the steps in the design of a leadership development program
13. Awareness of the mechanisms to accelerate leader development
14. Awareness of the factors that lead to individual's developmental readiness
15. Awareness of practices that contribute to the growth of female leaders
16. Awareness of the implications of globalization on leadership requirements
17. Awareness of the myths and evidence about leadership development
18. Awareness of an example of a high impact leadership development intervention (Case study: P&G)

Succession Planning

In this course participants will learn the steps involved in developing a succession planning process and the organizational best practices. The participant will gain knowledge of how succession planning fits into the employee life cycle and how to identify critical positions. The course will also present evidence, predictors of leadership potential, special considerations, common dilemmas and material on CEO succession planning. Finally, participants will learn how to evaluate the succession planning process.

Performance objectives

1. Define an approach to identify critical roles

2. Define the succession needs of the organization
3. Select the assessments that are be used to assess high potential candidates
4. Develop a process to identify high potential employees using assessments and employee data
5. Outline the succession planning process and structure the talent review meeting
6. Support the creation of development plans
7. Gather metrics to evaluate the succession planning process

Learning Objectives

1. What is succession planning?
2. Why is it important to organizations?
3. How does it fit into the employee life cycle?
4. What are the important concepts
5. How do you develop a succession management process?
6. What are some special considerations?
 - CEO succession planning
7. What are the common dilemmas?
8. What are the organizational best practices?
9. Case study
10. What is the evidence?

Lesson Outline

1. Goals and purpose of a hiring process
2. Value proposition: benefits of a high impact hiring system
3. Not all hiring systems are created equal
4. Measuring person-job fit
5. Measuring person organization (p-o) fit
6. Important concepts
7. Design of high impact selection system
8. The critical incident technique
9. Important features of the multiple hurdles approach
10. Predictors of job performance
11. Validity of various assessment method/predictors of job performance
12. Steps to incorporate assessments into the selection process
13. Candidate comparison in a compensatory system
14. Steps in designing a selection system
15. Evaluating the selection system
16. Examples of selection system business impact

About Human Capital Growth

Human Capital Growth (HCG) is a premier talent management firm that helps organizations achieve better outcomes using science, analytics, and empathy. HCG offers products and services that promote talent management excellence and leadership excellence. HCG's talent management academy now offers 12 learning and certification options to grow strategic HR skills. This blended solution is perfect for busy professionals desiring to build deep and market-relevant skills. Organizations such as Ecolab, General Mills, Merck, Microsoft, Polaris, Red Cross, Toyota Financial Services, and the UNICEF have benefited from HCG's services. Clients who partnered with us to develop evidence-based talent management solutions have achieved outstanding results, such as improving talent acquisition success rate from 7:1 to 2:1 (candidate to hire ratio), minimizing risks of bad hires in leadership positions, and 30 to 50 percent knowledge gains in their HR teams.

For group enrollments or for additional information send an email to info@humancapitalgrowth.com

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