

(MC) Certificate in Talent Management

— SINGAPORE —

Attracting, retaining and engaging the right talent is a key issue for employers, especially in Asia.

A critical skills gap, a limited talent pool, a shift in expectations, a digital disruption, and the post-Covid reconfiguration of the work environment have created a hyper-competitive hiring market. To tackle this challenge, employers need a good understanding of the context as well as highly trained HR staff with a real business dimension, a deep understanding of regional HR issues and practical knowledge of talent management techniques.

Drawing on the successful experiences of major French and European multinationals in attracting and retaining top talent in the ASEAN countries, this programme will help young HR executives develop operational skills to tackle these issues by:

- Reinforcing their knowledge of current HR management issues.
- Upgrading their skills in talent management processes: identification, attraction, retention, development and engagement.
- Providing them with an overview of the main strategic drivers of digital disruption in the HR field and business management in both the globalized and local contexts.
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The programme is developed and delivered by one of the world's leading Human Resources Management schools, the CIFFOP, which is part of the prestigious Université Paris Panthéon-Assas.



Dual Expertise

The program will be delivered by a mix of expert academics and high-level practitioners from French and European companies



Excellence

Awarded by Paris-Panthéon-Assas University, France's first law university and CIFFOP, one of France's leading HRM schools.



Network

Benefit from the strength of a network of Singaporean and international corporate partners



Learning Approaches

Based on real business case studies, learning expeditions with partner companies and startups, opportunity to job-swap between partners

OVERVIEW

- **Programme duration:** 8 months
- **Location:** Assas International, Singapore Campus
- **The programme (118.5 hrs) is divided into 5 modules** and proposes several additional conferences and options.

PEDAGOGICAL STRUCTURE

- All courses are delivered in English.
- Teaching by academics from Panthéon-Assas university, professors from Singaporean Universities, practitioners from French and European companies and start-up founders from the Singaporean Tech.
- Focus on Practical Skills: Each course will provide tools and methods that can be easily implemented in the company.

MODULES

Module 1: HR as a business partner – 4 days

- Talent Management Issues – introduction to the programme
- From HR to HRBP (1 day)
- Talent Hyper-Competitiveness (1 day)

- The Leadership Dimension of the HRBP (1 day)
- HR Talent issues in Specific Contexts: (1 day)

Module 2 : Talent Attraction and Acquisition – 2 days

- Internal / External Sourcing (1 day)
- Communicating Effectively (1 day)

Module 3: Managing Talents – 3.5 days

- Talent Development: (2 days)
- Performance Management & Measurement in the Private & Public sectors (0.5 day)
- Compensation & Benefits for Talents (1 day)

Module 4: Human Development Management – 2.5 days

- Human Development as a Distinctive Performance lever (1 day)
- Diversity and Inclusion (1.5 days)

Module 5: Future of Work – 4 days

- HR Data, People Analytics & Digitalization (2 days)
- HR Innovation Models (2 days)

In-between the modules

- Co-development (15h)
- HR in Asia (7,5h)
- Job Swapping



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FEES AND ENTRY REQUIREMENTS

- **Minimum Entry Requirements:**
 - Age: 22 years old
 - Language: The English proficiency required is either TOEIC 800, or IELTS 7.5, or TOEFL 95.
 - Academic: Bachelor's degree level
- **Fees:** SGD 16,000

CAREER OPPORTUNITIES

Graduates from the Advanced Certificate in Talent Management pursue a variety of careers, such as:

- Talent manager
- HR talent acquisition manager
- Analysis talent manager
- Employee engagement manager
- Human Growth Hacker

LOCATION AND FACILITIES

Singapore has become one of the most prosperous countries in the world and positions itself as the region's financial and high-tech hub. Paris-Panthéon-Assas campus is hosted by INSEAD next to One North, an area dedicated to education, research, innovation and business industries.

Facilities: library, multiple amphitheatres, printshop, wide and green outdoor areas, gym, restaurant, bars, etc.

ABOUT THE UNIVERSITY

The (MC) Certificate in Talent Management is awarded by Paris-Panthéon-Assas University. Paris-Panthéon-Assas International Law School was created by Paris-Panthéon-Assas University in 2011 to develop and promote its international programmes.



ABOUT CIFFOP

Ciffop is an educational structure belonging to the prestigious Paris Panthéon-Assas University. Since its creation, it has developed close links with national and international companies. Ciffop's objective is to train students in the challenges of tomorrow and the changes in the profession, to enable them to take on responsibilities in all aspects of human resources in companies around the world.



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