

HR PORTFOLIO

Talent Management for HR Professionals

MCE Management Centre Europe®

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NEW

Talent Management for HR Professionals

Recruiting, Reskilling and Succession in the AI Era

Build one connected talent system: fair and compliant AI-supported hiring, skills-based development, reskilling at scale and succession for roles that are still changing.



WHO IS IT FOR

- Talent acquisition and recruitment leaders
- Talent management and succession leads
- Learning & development leaders
- HR business partners and HR directors responsible for talent

LEVEL

New | Mid-level | Senior

WHAT YOU'LL LEARN, PRACTISE AND USE

Learn

- How AI is changing recruiting, selection and candidate behaviour
- How skills-based approaches work for hiring, development and mobility
- What the EU AI Act and pay transparency mean for your talent processes

Practise

- Designing a fair, AI-supported selection process
- Building a skills profile for a critical role
- Assessing succession readiness for key positions

Use

- A skills-based talent framework for your organization
- A reskilling plan for one priority population
- Your succession and internal mobility action plan

WHY THIS PROGRAMME MATTERS TO YOU

- AI has changed recruiting on both sides: your team uses it to screen, and candidates use it to apply. Separating signal from noise is harder.
- The skills your organization needs are changing faster than you can hire for them.
- AI in recruitment is classified as high-risk under the EU AI Act, and the EU Pay Transparency Directive changes what you tell candidates.
- Succession plans built on today's roles may not prepare the leaders you will need in five years.
- Hiring, development and succession still sit in separate processes — when they need to work as one talent system.

KEY COMPETENCES

- Talent Acquisition
- Skills-Based Hiring
- Reskilling Strategy
- Succession Planning
- Internal Mobility
- Responsible AI

Practical Information

FACE-TO-FACE

3 days

€3,795

LIVE ONLINE

3 days

€3,795

AVAILABLE IN-COMPANY

This programme is available as an in-company solution for your teams. mce.eu/inco

SCAN HERE

FULL OUTLINE, DATES & LOCATIONS →

3 DAYS · €3,795

Programme modules

DAY 1

MODULE 1
Recruiting after AI

- How AI is changing sourcing, screening and selection
- When candidates use AI too: assessing real capability
- Candidate experience and employer brand in an AI world

MODULE 2
Fair and compliant hiring

- High-risk AI in recruitment: what the EU AI Act means for you
- Bias, transparency and human oversight in selection
- Pay transparency: what changes for job adverts and candidate conversations

DAY 2

MODULE 3
Skills-based talent

- Moving from job titles to skills
- Building skills profiles and a skills taxonomy that stays useful
- Hiring for potential, not only experience

MODULE 4
Reskilling at scale

- Identifying the skills that will grow and decline
- Designing reskilling pathways that people complete
- Building a culture of continuous learning

DAY 3

MODULE 5
Succession and internal mobility

- Succession planning for roles that are still changing
- Assessing readiness and potential fairly
- Internal talent marketplaces and career paths

MODULE 6
One talent system

- Connecting hiring, development and succession
- Talent metrics that matter to the business
- Your talent action plan, reviewed with peers

BUSINESS IMPACT

What your organization gains

- Faster, fairer hiring with lower compliance risk
- A stronger internal pipeline for critical and leadership roles
- Skills gaps closed through reskilling, not only recruitment
- Better retention through visible career paths



Upcoming sessions

Dates and locations to be confirmed.

mce.eu/programmes/talent-management-for-hr-professionals/

Register at mce.eu

Also available in-company

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Train your whole team together

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FOR MORE INFORMATION, PLEASE CONTACT

+32 2 543 21 20 · info@mce.eu

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