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SYLLABUS FOR CHARTERED TALENT MANAGEMENT EXPERT (CTME)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

PROGRAM DESCRIPTION

The **Chartered Talent Management Expert (CTME)®** is an advanced, globally benchmarked certification for HR professionals, organizational leaders, and talent strategists seeking to specialize in talent acquisition, development, retention, and workforce planning at a strategic level. The program is tailored to equip professionals with tools to design and execute modern talent strategies that align with business growth, innovation, and long-term sustainability.

This certification empowers participants to leverage people analytics, employer branding, and agile workforce models to manage talent across the employee lifecycle—from recruitment and onboarding to succession and leadership development.

COURSE LEARNING OUTCOMES

Upon successful completion of the CTME® program, participants will be able to:

1. Develop and implement enterprise-wide talent strategies aligned with organizational goals.
2. Lead innovative approaches to talent acquisition, retention, and workforce planning.
3. Design and manage high-impact employee engagement and development programs.
4. Utilize employer branding and value propositions to attract top-tier talent.
5. Apply analytics and HR technologies to measure talent effectiveness.
6. Build agile talent pipelines to meet evolving organizational needs.
7. Lead internal mobility and succession planning frameworks.
8. Ensure inclusive, ethical, and high-performance talent practices.



TARGET AUDIENCE

- Talent Acquisition Managers & Recruiters
- Learning & Development Leaders
- HR Business Partners
- Workforce Strategy Leads
- People Operations Managers
- Organizational Development Consultants
- Professionals preparing for CHRO or Chief Talent Officer roles

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

According to the U.S. Bureau of Labor Statistics (2024), employment for Human Resources and Talent Managers is projected to grow by 5% from 2022 to 2032, with a median annual wage of over \$133,000. The growing emphasis on talent retention, upskilling, and workforce agility—especially post-pandemic and with increasing AI adoption—has elevated the strategic value of talent professionals across all industries.

CAREER PATHS FOR CTME® HOLDERS:

- Chief Talent Officer
- Talent Strategy Director
- Global Recruitment Manager
- Learning & Development Consultant
- Workforce Planning Analyst
- HR Transformation Leader
- Talent Optimization Specialist
- Organizational Effectiveness Manager



MODULES AND SUBMODULES

Module 1: Foundations of Talent Management Strategy

- 1.1 Strategic Talent Planning
- 1.2 Aligning Talent Goals with Business Objectives
- 1.3 Global Workforce Trends and Demographics

Module 2: Talent Acquisition and Employer Branding

- 2.1 Modern Sourcing Channels and AI in Recruiting
- 2.2 Employer Value Proposition (EVP)
- 2.3 Candidate Experience and Brand Perception

Module 3: Workforce Planning and Talent Analytics

- 3.1 Strategic Workforce Planning Tools
- 3.2 People Analytics for Talent Forecasting
- 3.3 Headcount vs. Capability Mapping

Module 4: Employee Experience and Lifecycle Management

- 4.1 Onboarding, Retention, and Engagement
- 4.2 Internal Mobility and Career Mapping
- 4.3 Measuring Employee Sentiment and Feedback

Module 5: Learning, Development & Upskilling

- 5.1 Designing Learning Journeys
- 5.2 Digital Learning Platforms and Tools
- 5.3 ROI Measurement in L&D Programs

Module 6: Diversity, Equity, Inclusion, and Belonging (DEIB)

- 6.1 Inclusive Hiring Practices
- 6.2 DEIB Metrics and Culture Alignment
- 6.3 Ethical Talent Leadership

Module 7: Talent Performance and Succession Planning

- 7.1 Talent Review Frameworks
- 7.2 Identifying High Potentials (HiPos)
- 7.3 Succession Risk Analysis

Module 8: Total Rewards and Recognition Systems

- 8.1 Strategic Compensation Planning
- 8.2 Non-monetary Rewards and Recognition
- 8.3 Pay Equity and Transparency

Module 9: HR Technology and Digital Talent Tools

- 9.1 Talent Management Systems (TMS)
- 9.2 Leveraging AI and Automation in HR
- 9.3 Metrics Dashboards and Reporting

Module 10: Capstone: Designing an End-to-End Talent Strategy

- 10.1 Talent Capability Assessment
- 10.2 Design of Talent Strategy Model
- 10.3 Final Presentation & Peer Review

CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One free retake allowed within 3 months
- **Exam Mode:** Online (proctored and timed)

CERTIFICATION TESTING OUTCOMES

The CTME® certification exam tests for both **skills and competencies** including:

- Strategic planning and execution of talent initiatives
- Application of DEIB, analytics, and L&D design
- Scenario-based talent lifecycle decision-making
- Recruitment and retention metrics interpretation
- Succession risk management and mitigation



ACCREDITATION AND RECOGNITION

The **CTME®** credential is accredited and awarded by **AGILE-HRP®**, an internationally recognized body for leadership, HR, and project management certifications. The certification aligns with global standards such as ISO 30414, SHRM Talent Standards, and CIPD Level 7 frameworks. Recognized across corporate, government, academic, and nonprofit sectors, CTME® is valued by organizations seeking strategic, data-driven HR professionals.

CERTIFICATION DELIVERABLES

- Chartered Talent Management Expert (CTME)® Digital and Printed Certificate
- Verified Digital Badge and Shareable Credential ID
- CTME® Study Pack and Exam Toolkit
- Talent Management Templates & Case Studies
- Lifetime Access to the AGILE-HRP® Professional Network
- 35 CEU (Continuing Education Units)

PROGRAM FORMAT

- **Length:** AS NEEDED Weeks (Self-paced or Instructor-led options)
- **Delivery:** 100% Online
- **Assessments:** Knowledge checks, simulations, and final exam

ELIGIBILITY CRITERIA:

- Bachelor's degree or equivalent work experience in HR or organizational development
- OR At least 3 years of experience in talent, L&D, or HR management
- Completion of CHRG® or CHRM® is encouraged but not mandatory

NEED ASSISTANCE?

For queries or certification support:

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