



TALENT

MANAGEMENT

INSTITUTE

Leader Workshops

ABOUT THE TALENT MANAGEMENT INSTITUTE

The Talent Management Institute (TMI) was founded by Marc Effron and Jim Shanley to build talent management capabilities in human resource professionals and business leaders. Since 2011, more than 5,000 leaders have graduated from our programs.

ABOUT TMI

TMI is the world's most popular executive development program on talent management. Our courses blend academic rigor with practical insights to provide participants with powerful and instantly applicable tools and insights. TMI challenges the knowledge, thought process and skills of participants to reset their standards for great talent management. It is regularly described by participants as the best course they have ever attended. Many companies send a participant to every public course offering, which led us to create our TMI Private offerings.

WHY TMI PRIVATE?

TMI Private takes the best of our public programs and delivers it to your leaders on-site. It includes:

- **TMI for HR:** Our core course for Human Resource leaders that builds both process knowledge and personal capabilities to increase your company's ability to grow better talent faster.
- **TMI for Leaders:** We elevate your business leaders' capabilities to assess, select, develop and engage their talent using simple, science-based tools and processes. We share the practical tools and frameworks to help leaders and organizations get more than their fair share of talent.

Both courses are designed to explore the issues that matter most to your organization and offer real-time solutions to your talent strategy and execution challenges. Delivered at your locations or virtually, you get the customized learning and personal attention that allows effective learning and easy application.

OUR UNIQUE INSIGHTS AND APPROACH

We don't offer obtuse academic theory or complex, inapplicable models. We combine our proprietary Science-based Simplicity insights with the practical knowledge borne of corporate success and deep consulting expertise. Our teaching frameworks – from the Talent Production Line to the 4+2 Model to Talent6 – give your leaders simple but strong frameworks for building the quality and depth of your organization's talent.

TMI FOR LEADERS

WHY?

Your business leaders will better understand how great talent drives business results and their individual role in advancing the talent agenda. They will be more skilled at talent assessment, selection, coaching and development. They will better understand their unique role in creating talent quality and depth.

COURSE OVERVIEW

Participants will learn how financially successful companies manage talent and will assess your organization against that standard. They will understand the foundation provided by a Talent Philosophy and their role in creating it. Your leaders will learn how to identify their high potential talent and create development plans that leverage experiences to accelerate talent development. They will practice differentiating talent and crafting the messages to increase transparency.

As individual leaders, they will learn how to be an active investor in talent, to scout for great talent, to create a talent mindset, be a transparent coach and more.

WHO ATTENDS

Your business leaders from Directors to EVPs. We recommend a sequential approach in large organizations, starting with the senior team and moving down to three levels below the CEO.

CLASS SIZE

Up to 50 leaders may participate in an in-person session and up to 40 in a virtual session.

TIMING

TMI Private for Leaders is a one-day in-person course or a virtual course delivered in two half-day modules.

COURSE FEE

The course fee is \$35,000 for virtual delivery in the United States with additional technology fees depending on the number of class participants. In-person delivery is \$40,000. There is a supplemental fee for in-person delivery outside of the US.

PARTICIPANT EXPERIENCE

TMI gives leaders the fast, intense, business-focused learning they want, but don't typically get, on this topic. Course participants say we "radically simplify" this topic for them and "make talent management practical."

CUSTOMIZATION

We can include or exclude certain modules to make TMI more appropriate for your organization, as well as use your organization's tools for select exercises. There are some modules that we consider to be core to effective learning which cannot be changed. Significant customization may incur a design fee.

TMI FOR LEADERS

THE DAY'S CONTENT

We pack an amazing amount of practical learning, interactive exercises and helpful coaching in this powerful course. Modules can be delivered in one day or across multiple smaller sessions.

Strategic Fit and Success: Predict the Leaders you Need for the Future

We can predict which leaders will be most successful in the future if we clearly understand our company's strategic direction and the amount of change we'll experience. In this section, participants map their company and determine the "From/To" journey for leaders.

Driving a Talent Mindset in Your Organization: What Talent-building Companies do That Others Don't
Your leaders will learn the four differentiators of companies that attract and retain more than their "fair share" of talent. They'll map their organization and prioritize which differentiators they should focus on and why.

Develop a Talent Philosophy: Identify How to Best Manage Talent to Achieve Your Strategy
What's the best way to manage your talent to achieve your strategy? Participants will map their company's current and desired talent philosophy and what's required to make the journey.

Create your Talent Production Line: How to Grow Better Talent Faster with Structure and Discipline
Build better talent faster. Top companies do this more effectively than others and doing it well is at the heart of winning through talent. We'll teach your leaders how to create a "production line" that uses discipline and rigor to produce high quality talent.

Becoming a Talent-building Leader: The 6 Capabilities that World-class Talent-builders Display
Your leaders will learn the six capabilities that differentiate leaders who grow high performing talent. They'll assess themselves and their team against this model and prioritize an action plan to increase their capability in the most critical areas.

What's "Potential" and How to Assess It? Apply The Strongest Science Practically to Predict Potential
It's the area where leaders are well-intentioned but often flawed in their assessment. We discuss how to accurately (and simply) define potential using a model drawn from the best science and presented in a highly practical and applicable framework.

How to Accurately Assess and Accelerate the Development of your Team

In this highly engaging and interactive case study, your leaders will practice assessing leaders in the fictitious (but surprisingly familiar) Consolidated Widgets company. They'll learn practical tips for accurately assessing leaders, typical pitfalls in the process and how to avoid applying their personal biases.

Next, they'll learn how to accelerate development through experiences and create concise development plans for their talent. They will create and deliver transparent feedback about performance and potential. They'll understand which talent should focus on strengths and which talent should focus on improving weaker areas.

Elevating Individual Performance: 8 Steps to High Performance

Every employee can be a higher performer if they focus on the science-proven, practical steps to set bigger goals, eliminate "derailing" behavior, build strong networks and more. Your leaders will learn the 8 Steps to High Performance from the author of the best-selling Harvard book of the same name.

Question Time with Marc and Jim

Marc and Jim will answer your leaders' questions across any topic talent. This is a great opportunity for one-on-one dialogue to help reinforce the lessons of the day and explore talent areas that weren't directly covered.

Develop Your Individual and Organizational Action Plan

Participants will create highly focused and specific action plans to increase their ability to build better talent faster.

YOUR INSTRUCTORS



MARC EFFRON

Marc helps the world's largest and most complex companies improve the quality and depth of their talent. As the founder and President of the Talent Strategy Group, he leads the firm's global consulting, education and publishing businesses.

Marc co-authored the Harvard Business Review Publishing best-selling books *8 Steps to High Performance* and *One Page Talent Management*, often called the "talent management bible." Companies worldwide apply its discipline of Science-based Simplicity, Accountability and Transparency. Marc founded and publishes *TalentQ* magazine.

Prior to forming The Talent Strategy Group, Marc served as VP, Talent Management for Avon Products and started and led the Global Leadership Consulting Practice for Aon Hewitt. He was also SVP, Leadership Development for Bank of America and a Congressional Staff Assistant.

Marc is a frequent speaker at corporate events and conferences. He earned a M.B.A. from the Yale University School of Management and a B.A. in Political Science from the University of Washington.



JIM SHANLEY

Jim has worked with some of the most well regarded global companies including J&J, Microsoft, JPMorgan Chase, Fidelity Investments, KKR, US Navy, USAA, Telstra and National Australia Bank. He retired from Bank of America in 2006 after a 20-year career where he helped the bank grow into one of the world's largest and most profitable companies.

Jim's consulting focuses on:

- Top Team Alignment focusing on Growth & Strategy Execution
- Talent Management & Succession Planning
- Executive Coaching

Prior to Bank of America, Jim was a Naval Officer, a management consultant, and headed up leadership development for a medium size-manufacturing firm. He served on the original steering committee of McKinsey & Company's groundbreaking "War for Talent" research project.

Jim received a B.S. from Purdue University and an M.B.A. from the University of Georgia.

CONTACT & DETAILS

CONTACT

For more information about bringing the Talent Management Institute into your organization, contact Zac Upchurch at zac@talentstrategygroup.com.

SCHEDULING

Custom TMI courses are typically scheduled at least four months before delivery and up to six months in advance for delivery during September - November. There is no delivery in December.

LOGISTICS

On-site delivery requires a room that can comfortably accommodate the participants sitting in a socially-distanced way. All on-site materials are printed by the client. Virtual delivery is done on the Illustra platform which mirrors the classroom experience. It is web-based and requires no client-side software or approvals.

CANCELLATION

Cancellation within 60 days of delivery incurs a 50% payment of total fees. Cancellation within 30 days incurs a 100% payment of total fees. These payments represent a cancellation penalty and are NOT payment for the course. Rescheduled courses will be billed at the full fee amount plus applicable supplements.