



## **Marc Effron**

### **President, The Talent Strategy Group**

Marc helps the world's largest and most successful 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, executive search and publishing businesses.

Marc co-authored the Harvard Business Review Publishing best-selling book *One Page Talent Management*, often called the "talent management bible." Companies worldwide apply its discipline of science-based simplicity, accountability and transparency. His new book *8 Steps to High Performance* was released in August 2018 by Harvard and is quickly reaching best-seller status globally.

Marc is a sought-after speaker on talent management and leadership topics by both corporations and conferences. He is widely quoted on talent issues in the business media and has been recognized as one of the Top 100 Influencers in HR. He has been published in or heard on *Fast Company*, *Financial Times*, BBC, Bloomberg Radio, *Inc.*, *Harvard Business Review*, *New York Post*, *Knowledge@Wharton* radio and some of the world's most popular podcasts.

Marc publishes *Talent Quarterly* magazine which he founded in 2013 to help executives make smarter decisions about how to manage talent.

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

Marc earned a M.B.A. from the Yale University School of Management and a B.A. in Political Science from the University of Washington.