



The world's #1 executive education program on talent

# Dubai, UAE Dec. 6 - 8, 2022

"The best executive education course I have ever taken."

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TMI GRADUATE

# **OVERVIEW**

The Talent Management Institute is the world's number one executive education program on talent management. Based at the University of North Carolina, we have taught more than 5,000 HR leaders and line leaders the secrets of how to grow better talent faster.

At TMI Middle East, you will experience a fast paced, highly practical, science-based program that will elevate your mindset and capabilities in this business-critical area. What we teach is applicable worldwide, but we will also discuss the nuances of applying talent management practices effectively in your country.

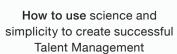
- Directly link your talent management agenda to your organization's strategy
- Learn how to build a state-of-the-art Talent Production Line for your organization
- Become expert in assessing talent and accelerating the growth of high potential leaders
- Assess your organization's talent practices against world-class standards
- Reduce bias in performance management, leader selection and more

- Transform your performance management
   process using science-based simplicity
- Become a talent expert and trusted advisor to executives on talent issues
- Create a talent management action plan for your and your organization
- Network with global HR and talent leaders
- Get access to benchmark talent management practices, processes, templates and tool kits



How to build better quality talent, faster and with greater efficiency

How to increase your influence and impact with senior leaders



## YOUR INSTRUCTOR



Marc is the founder and President of the Talent Strategy Group and leads the firm's global consulting, education and publishing businesses. He advises he world's top companies, NGOs, NFPs and governments on their most critical talent issues. Marc wrote the Harvard Business Review Publishing best-selling book 8 *Steps to High Performance* and co-authored *One Page Talent Management*, often called the "Talent Management bible." Marc also founded and publishes *TalentQ* magazine.

MARC EFFRON TALENT STRATEGY GROUP

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. He is a frequent speaker at conferences, board meetings and leadership development sessions.

# **COURSE SCHEDULE**

## DAY 1

# CREATE & BUILD THE FOUNDATION

#### 9:00AM

Driving a Talent Mindset in your Company: The Impact on Organizational Performance

#### 9:45AM

Developing a Talent Philosophy: Developing your Point of View and Creating Alignment with your Executive Team

#### 10:30AM

Building a Talent Production Line: Applying Care and Discipline to Talent Production

#### 11:30AM

Building your Talent Audit for your Company

#### Lunch

#### 1:30PM

Becoming a Talent Management Expert: The 4+2 Model

#### 2:30PM

Strategy to Practice: Linking Organization Strategy to Talent Specifications and Needs

- Strategy and organizational capabilities
- · Leadership competencies
- Business critical roles

#### **EVENING**

Homework: Case Study Prep

### DAY 2

# ASSESS & ACCELERATE DEVELOPMENT

#### 9:00AM

Reflections and Overview of the Day

#### 9:15AM

Influencing Executives on Talent

- Becoming a Courageous Advocate
- Becoming a Trusted Advisor

#### 10:00AM

What's "Potential"? Assessing Capabilities and Potential

- · Assessing executive talent
- Assessment tools and processes
- · Cracking the code on "potential"

#### 11:00AM

**Facilitating Effective Talent Reviews** 

- Consolidated Widgets case
- Facilitation tips/busting bias

#### Lunch

#### 2:00PM

Accelerating Development: Developing and Deploying Talent

- High impact individual development
- plans that work
- Using experiencesCoaching processes and programs

• Executive development education programs and processes

#### DAY 3

DRIVE SOLUTIONS & SUCCESS

#### 9:00AM

Reflections and Overview of the Day

#### 9:15AM

Driving H.R. Agreement and Alignment on the Talent Agenda • Between BU's and corporate • Among the top 200 execs

#### 10:00AM

The Solution to Performance Management: Applying Science and Simplicity; bust bias through process

#### 11:15AM

Peer Coaching
• Groups address and solve their top talent
issues

### 12:15PM

8 Steps to High Performance

#### Lunch

#### 2:00PM

Your Point of View: Stand and Deliver

2:30PM Questions and Answers

#### 3:15PM

Developing your Individual and Organizational Action Plan

4:00PM Graduation and Dismissal

# DETAILS

## THE VENUE - JW MARRIOTT MARQUIS HOTEL DUBAI



DECEMBER 6-8, 2022 9:00AM - 5:30PM

#### JW MARRIOTT MARQUIS HOTEL DUBAI

Sheikh Zayed Road, Business Bay Dubai, United Arab Emirates, 121000 P: +971 4-414-0000

#### **TUITION: \$6,500USD OR 23,855AED**

Tuition includes all materials, an after-course resource pack, breakfast, lunch and snacks at the venue

**LODGING:** We have a small number of rooms available at AED 1,800 for an executive room with executive lounge access. These rooms must be booked through us. There is no requirement to stay at the hotel.

## **EXPERIENCE & TESTIMONIALS**

Marc Effron is one of the most respected voices in Human Resources today. He and the team at Talent Strategy Group have deep corporate experience and advise the world's largest and most successful companies including:



" I came out with insights on how to be a better HR Manager and new tools to drive our Talent Management work. "

SPRING 2020 GRADUATE

" What an incredible program! I'm thrilled that I got the opportunity to learn, challenge, and meet some great practitioners."

FALL 2021 GRADUATE 🕞