



# GLOBAL TALENT MANAGEMENT INSTITUTE

The world's #1 executive education program on talent

## Dubai, UAE

Dec. 5 - 7, 2023

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



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



How to use science and simplicity to create successful Talent Management

## YOUR INSTRUCTOR



**MARC EFFRON**  
TALENT STRATEGY GROUP

Marc is the founder and President of the Talent Strategy Group and leads the firm's global consulting, education and publishing businesses. He advises the 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.

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

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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

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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 experiences
- Coaching processes and programs
- Executive development education programs and processes

## DAY 3

### DRIVE SOLUTIONS & SUCCESS

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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 5-7, 2023**  
**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:



amazon

Infosys®

abbvie



Google

BILL &  
MELINDA  
GATES  
foundation

Johnson & Johnson



Coca-Cola

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

SPRING 2022 GRADUATE

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

FALL 2022 GRADUATE