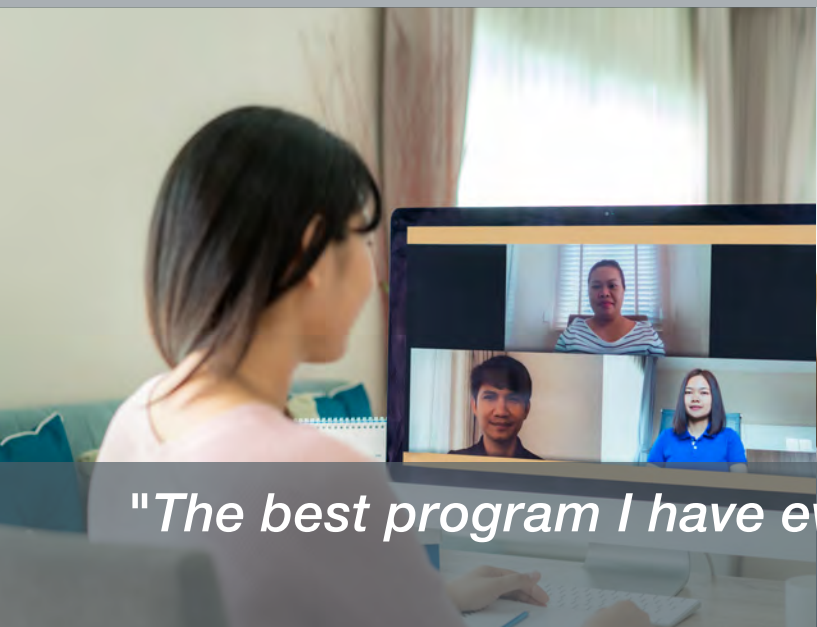




# VIRTUAL TALENT MANAGEMENT INSTITUTE

*The world's #1 executive development program on talent*



*"The best program I have ever attended."*

-TMI PROGRAM PARTICIPANT



*"The virtual program worked really well - a great amount of interaction and practical application."*

-TMI PROGRAM PARTICIPANT



# OVERVIEW

The world's #1 executive education program on talent.

The Talent Management Institute gives you the tools, know-how, and support you need to drive your HR and talent agenda. **During this practical and highly interactive three-day program, you'll learn from world-class experts to:**

- Have more than your "fair share" of great talent
- Link the talent agenda to the organizational and leadership capabilities your organization needs to execute its strategy
- Become great in the talent space leveraging the TMI **4+2 Model**
- Apply a structured framework to build a **Talent Production Line**
- Be an expert in assessing and accelerating the growth of talent
- Be a talent expert and trusted advisor to senior executives
- Construct high impact and effective development plans to build better talent faster
- Facilitate and address common challenges in driving productive talent review meetings

**Participants will feel more confident and competent in driving the talent agenda**

## PROGRAM AGENDA

### DAY 1

CREATE & BUILD THE FOUNDATION

**Strategic Fit and Success:** Predict the leaders you need for the future

**Driving a Talent Mindset in Your Company:** What talent-building companies do that others don't

**Develop a Talent Philosophy:** Identify how to best manage talent to achieve your strategy; align your executive team

**Create your Talent Production Line:** How to grow better talent faster with structure and discipline

**Build a Talent Audit for Your Company**

### DAY 2

ASSESS & ACCELERATE DEVELOPMENT

**Reflections and Overview of Day One**

**Becoming a Talent Management Expert:** The 6 capabilities that world-class talent-builders display

**Influencing Executives on Talent:** How to become a courageous advocate and a trusted advisor

**What's "Potential"?** How to use the strongest science in the most practical way to predict potential

**Flawless Talent Reviews:** How to facilitate predictive talent reviews and ensure flawless follow-up

### DAY 3

DRIVE SOLUTIONS & SUCCESS

**Reflections and Overview of Day Two**

**Accelerating Development:** How to speed development and deploy talent

**Driving HR Agreement and Alignment on the Talent Agenda:** Identify how HR can work more effectively with HR and with line leaders

**Question Time with Marc and Jim**

**Develop Your Individual and Organizational Action Plan**

# PROGRAM DETAILS

**Program Dates:** Our next 3-day program is April 18 - 20, 2023 from 8AM -12PM EST. We have an additional program scheduled on May 9 - 11, 2023 from 1-5PM EST each day, and additional programs later into 2023. Please reach out to Zac Upchurch (zac@talentstrategygroup.com) for full availability.

**Program Cost:** \$20,000 USD per table. Each virtual table can seat up to six participants. An organization can purchase one or multiple virtual tables.

## THE TEAM



**JIM SHANLEY**  
THE SHANLEY GROUP

Jim has worked with some of the most well regarded global companies including J&J, Microsoft, JPMorgan Chase, KKR, KPMG, PayPal, Coca-Cola, DPDHL, 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.

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



**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. Marc advises the world's largest brands, sovereign wealth funds, government agencies and more. He 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."

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.

## EXPERIENCE

Jim Shanley and Marc Effron are among the most respected voices in Human Resources today. Both have deep corporate experience and consult with the world's largest and most successful companies including:



## RESERVE YOUR TABLE TODAY

Contact Zac Upchurch at [zac@talentstrategygroup.com](mailto:zac@talentstrategygroup.com) to reserve your table today.