



GLOBAL TALENT MANAGEMENT INSTITUTE

The world's #1 executive education program on talent

London, England
May 6 - 8, 2025



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

OVERVIEW

- 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, slating 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

THE TEAM



ZAC UPCHURCH
TALENT STRATEGY GROUP

Zac is the Chief Operating Officer of the Talent Strategy Group. Zac joined the Talent Strategy Group in 2016 and now directs the daily operations of the firm, including strategy, planning and finance, across all of TSG businesses. Zac also leads the firm's relationships with premier clients globally and consults with select clients worldwide.

Prior to this role, Zac managed strategy and growth for a global corporation and worked in the public sector as a speechwriter and political consultant for Congressional and State campaigns



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 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." 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.

COURSE SCHEDULE

DAY 1

CREATE & BUILD THE FOUNDATION

8:30AM

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

9:15AM

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

10:00AM

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

11:00AM

Building your Talent Audit for your Company

12:00PM

Lunch

1:00PM

Becoming a Talent Management Expert: The 4+2 Model

2:00PM

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

8:30AM

Reflections and Overview of the Day

8:45AM

Influencing Executives on Talent

- Becoming a Courageous Advocate
- Becoming a Trusted Advisor

9:30AM

What's "Potential"? Assessing Capabilities and Potential

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

10:30AM

Facilitating Effective Talent Reviews

- Consolidated Widgets case
- Facilitation tips/busting bias

12:30PM

Lunch

1:30PM

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

LATE AFTERNOON

TMI-hosted Pre-Graduation Cocktail Reception

DAY 3

DRIVE SOLUTIONS & SUCCESS

8:30AM

Reflections and Overview of the Day

8:45AM

Driving H.R. Agreement and Alignment on the Talent Agenda

- Between BU's and corporate
- Among the top 200 execs

9:30AM

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

10:45AM

Peer Coaching

- Groups address and solve their top talent issues

11:45AM

8 Steps to High Performance

12:30PM

Lunch

1:30PM

Your Point of View: Stand and Deliver

2:00PM

Marc and Jim: Q & A

2:45PM

Developing your Individual and Organizational Action Plan

3:30PM

Graduation and Dismissal

DETAILS

THE VENUE - W LONDON



MAY 6 - 8, 2025
8:30AM - 5:30PM

W LONDON

10 Wardour Street
London, W1D 6QF United Kingdom
P: +44 20 7758 1000

TUITION: \$6,500

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

LODGING: Participants are responsible for their own hotel accommodations.

EXPERIENCE & TESTIMONIALS

Marc Efron and Zac Upchurch 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:



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

SPRING 2023 GRADUATE

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

FALL 2023 GRADUATE