




# GLOBAL TALENT MANAGEMENT INSTITUTE

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

Singapore  
October 15 - 17, 2025

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

 TMI GRADUATE

# 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 and regional 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



**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. He has deep expertise, and nearly four decades of experience in large-scale organisation and culture transformation, strategic talent management and leadership development. Additionally, he has significant experience in building HR functional excellence in both MNC's and large regional family-owned businesses.



**PETER ATTFIELD**  
FOUNDER & MANAGING  
DIRECTOR,  
THE INFLECTION POINT

Peter Attfield is a CHRO level HR thought leader with a proven global track record in strategic Business Partnering and HR Expertise leadership across multiple sectors and geographies. Most recently, he was the Chief Talent & Learning Officer for Jardine Matheson based in Hong Kong from 2018 to 2024.

He has deep expertise, and nearly four decades of experience in large-scale organisation and culture transformation, strategic talent management and leadership development. Additionally, he has significant experience in building HR functional excellence in both MNC's and large regional family-owned businesses.

Peter is a truly global citizen - with the cultural awareness and adaptability that brings. He has lived in 9 countries and worked in, or visited, some 75 others with significant emerging markets experience in Latin America, Asia and the Middle East.

# COURSE SCHEDULE

## DAY 1

### CREATE & BUILD THE FOUNDATION

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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

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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

4:30PM

**Defining and Managing Critical Roles**

- Define and accurately identify critical roles
- Manage critical roles for maximum value

## DAY 3

### DRIVE SOLUTIONS & SUCCESS

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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 Peter: Q & A**

2:45PM

**Developing your Individual and Organizational Action Plan**

3:30PM

**Completion and Graduation**



# DETAILS

## THE VENUE - JW MARRIOTT HOTEL



[Click here to register!](#)

**OCTOBER 15 - 17, 2025**  
**8:30AM - 5:30PM**

### JW MARRIOTT HOTEL

The Assembly Building - Room November-Oscar

JW Marriott Hotel

30 Beach Rd., Access via Nicoll Highway,  
Singapore 189763

P: +65 6713 2888

**TUITION:** \$US6,500

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

**HOTEL ACCOMMODATION:** Participants are responsible for their own hotel accommodations.

## EXPERIENCE & TESTIMONIALS

Marc Effron and Peter Attfield 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 2024 GRADUATE 

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

FALL 2024 GRADUATE 