



GLOBAL TALENT MANAGEMENT INSTITUTE

The world's #1 executive education program on talent

Dubai, UAE
Dec. 9 - 11, 2025

*"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

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 experiences
- Coaching 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 - THE ST. REGIS DUBAI, THE PALM



[Click here to register!](#)

DECEMBER 9-11, 2025
9:00AM - 5:30PM

THE ST. REGIS DUBAI, THE PALM

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

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 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

Johnson & Johnson

BILL &
MELINDA
GATES
foundation



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 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

