



# GLOBAL TALENT MANAGEMENT INSTITUTE

The world's #1 executive education program on talent



## PRIVATE PROGRAMS 2026

# About TMI



The Talent Management Institute (TMI) was founded to build talent management capabilities in human resource professionals and business leaders. Since 2011, more than 7,000 leaders have graduated from our programs globally.

## ABOUT TMI

TMI is the world's #1 executive development program on talent management. Founded at the University of North Carolina's business school, our courses blend academic rigor with practical insights to provide participants with powerful and instantly applicable tools and insights.

TMI challenges the knowledge, thought process and skills of participants to reset their standards for great talent management. It is regularly described by participants as the "best course they have ever attended."

## WHY TMI PRIVATE?

TMI Private brings the best of our public programs to your team on-site. It includes:

- **TMI for HR:** We teach your HR leaders how to be great talent builders, including how to design simple, powerful and science-based talent practices. We also build their personal capability to be influential trusted advisers to their clients on talent topics.
- **TMI for Leaders:** We elevate your business leaders' capabilities to assess, select, develop and engage their talent using simple, science-based tools and processes. We share the practical tools and frameworks to help leaders and organizations get more than their fair share of talent.

This course is designed to explore the issues that matter most to your organization and offer real-time solutions to your talent strategy and execution challenges. Delivered at your locations or virtually, you get the customized learning and personal attention that allows effective learning and easy application.

## OUR PRACTICAL INSIGHTS AND APPROACH

We don't offer academic theory or complex, inapplicable models. We combine our proprietary Science-based Simplicity insights with the practical knowledge borne of corporate success and deep consulting expertise. Our teaching frameworks – from the Talent Production Line to the 4+2 Model to Talent6 – give your leaders simple but strong frameworks for building the quality and depth of your organization's talent.

# About TMI for Leaders

## **WHY?**

Your business leaders will better understand how great talent drives business results and their individual role in advancing the talent agenda. They will be more skilled at talent assessment, selection, coaching and development. They will better understand their unique role in creating talent quality and depth.

## **COURSE OVERVIEW**

Participants will learn how financially successful companies manage talent and will assess your organization against that standard. They will understand the foundation provided by a Talent Philosophy and their role in creating it. Your leaders will learn how to identify their high potential talent and create development plans that leverage experiences to accelerate talent development. They will practice differentiating talent and crafting the messages to increase transparency.

As individual leaders, they will learn how to be an active investor in talent, to scout for great talent, to create a talent mindset, be a transparent coach and more.

## **WHO ATTENDS**

Your business leaders from Directors to EVPs. We recommend a sequential approach in large organizations, starting with the senior team and moving down to three levels below the CEO.

## **CLASS SIZE**

Up to 50 leaders may participate in an in-person session and up to 40 in a virtual session.

## **TIMING**

TMI for Leaders is delivered as a 1-day in-person course or a 2 half-day virtual course.

## **COURSE FEE**

The course fee is \$40,000 for in person or virtual delivery. Travel fees apply for in-person delivery and there are technology fees for virtual courses for classroom technology.

## **PARTICIPANT EXPERIENCE**

TMI gives leaders the fast, intense, business-focused learning they want, but don't typically get, on this topic. Course participants say we "radically simplify" this topic for them and "make talent management practical."

## **CUSTOMIZATION**

We can include or exclude certain modules to make TMI more appropriate for your organization, as well as use your organization's tools for select exercises. There are some modules that we consider to be core to effective learning which cannot be changed. Significant customization may incur a design fee.

# About TMI for HR

## WHY?

Your HR team will have increased confidence and competence in their ability to create and execute your company's talent agenda. They will increase their practical skills to operationalize key talent processes and improve their ability to both set and influence the larger HR strategy. They will be seen as more trusted advisors to their clients.

## COURSE OVERVIEW

We help participants improve their ability to build a Talent Production Line and optimize their own capabilities as talent leaders. This starts by exploring what financially successful companies do to differentiate their talent building approach. We discuss the foundation provided by Talent Philosophy and explore how to identify the vital few outcomes that leaders must deliver. We help them increase their capabilities to predict potential, build skills in facilitating talent reviews and learn a new way to accelerate development through experiences.

We explore how HR can work more effectively as a team and where it can better support the business. We build new HR leadership capabilities including becoming a deeper expert in your business, knowing your talent more thoroughly, influencing senior leaders and being a courageous advocate, among others.

## WHO ATTENDS

Your HR team from Managers to SVPs and both HR business partners and Center of Excellence specialists. The course material is applicable for HR leaders at many levels and there's tremendous benefit to having input and participation by a cross-section of your organization.

## CLASS SIZE

Up to 50 leaders may participate in each session.

## TIMING

TMI Private for HR is a two-day course. Virtual delivery is over three 4-hour sessions.

## COURSE FEE

The course fee is \$75,000 for in-person or virtual delivery in the U.S.; virtual delivery will have a small additional per person fee for technology. Travel fees are in addition to delivery fees. Our 4+2 360 assessment can be added for \$150 per participant.

## PARTICIPANT EXPERIENCE

TMI is an intense, challenging, developmental and fun 2-days which constantly engages participants in active discussion through case studies, simulations and table exercises. It is regularly reviewed as "the best course I have ever taken."

## CUSTOMIZATION

We can include or exclude certain modules to make TMI more appropriate for your organization, as well as use your organization's tools for select exercises. There are some modules that we consider to be core to effective learning which cannot be changed. Significant customization may incur a design fee.

# Program Agenda

There's an amazing amount of practical learning, interactive exercises and helpful coaching in these powerful courses. TMI for Leaders discusses each topic at a higher level. TMI for HR explores how to build and execute the talent practices.

Topics typically include:

## **Strategic Fit and Success**

*We can predict which leaders will be most successful if we understand our company's strategic direction and the amount of change we'll experience. In this section, participants map their company and determine the "From/To" journey for leaders.*

## **What Talent-building Companies do That Others Don't**

*Your team will learn the four differentiators of companies that attract and retain more than their "fair share" of talent. They'll map their organization and prioritize which differentiators they should focus on and why.*

## **The Best Way to Manage Talent to Achieve Your Strategy**

*What's the best way to manage your talent to achieve your strategy? Participants will map their company's current and desired talent philosophy and what's required on the journey.*

## **Create your Talent Production Line**

*Build better talent faster. Top companies do this more effectively than others and doing it well is at the heart of winning through talent. We'll teach your team how to create a "production line" that uses discipline and rigor to produce high quality talent.*

## **Personal Capability Frameworks**

### **TMI for Leaders: The 6 Capabilities of World-class Talent-builders**

*Your leaders will learn the six capabilities that differentiate leaders who grow high performing talent. They'll assess themselves and their team against this model and prioritize an action plan to increase their capability.*

### **TMI for HR: The 4+2 Model**

*There are four core factors and two differentiating elements that allow an HR leader to build and influence the talent agenda. They'll explore each in detail and learn how to elevate their capabilities to a world-class standard.*

## **What's "Potential" and How to Assess It?**

*It's the area where leaders are well-intentioned but often flawed in their assessment. We discuss how to accurately (and simply) define potential using a model drawn from the best science and presented in a highly practical and applicable framework.*

## **How to Accurately Assess and Accelerate Development**

*In this highly engaging and interactive case study, your team will practice assessing leaders in the fictitious (but surprisingly familiar) Consolidated Widgets company. They'll learn practical tips for accurately assessing leaders, typical pitfalls in the process and how to avoid applying their personal biases.*

*Next, they'll learn how to accelerate development through experiences and create concise development plans for their talent. They will create and deliver transparent feedback about performance and potential.*

**Elevating Individual Performance: 8 Steps**  
*Every employee can be a higher performer if they focus on the science-proven, practical steps to set bigger goals, eliminate "derailing" behavior, build strong networks and more. Your leaders will learn the 8 Steps to High Performance from the author of the best-selling Harvard book of the same name.*

## **Question Time with your Instructors**

*This is a great opportunity for one-on-one dialogue to help reinforce the lessons of the day and explore talent areas that weren't directly covered.*

## **Develop Your Individual and Organizational Action Plan**

*Participants will create highly focused and specific action plans to increase their ability to build better talent faster.*

## 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." He consults to the world's largest and most successful organizations on HR and talent topics.

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.



**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

## EXPERIENCE & TESTIMONIALS

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



## CONTACT & DETAILS

For more information about bringing TMI into your organization, contact Zac Upchurch, Chief Operating Officer, at [zac@talentstrategygroup.com](mailto:zac@talentstrategygroup.com).

### SCHEDULING

Custom TMI courses are typically scheduled at least four months before delivery and up to six months in advance for delivery during September - November. There is no delivery in December.

### LOGISTICS

On-site delivery requires a room that can comfortably accommodate the participants. Any on-site materials are printed by the client. Virtual delivery is typically done on the Illustra platform which mirrors the classroom experience. It is web-based and requires no client-side software or approvals.

### CANCELLATION

Cancellation within 60 days of delivery incurs a 50% payment of total fees. Cancellation within 30 days incurs a 100% payment of total fees. These payments represent a cancellation penalty and are NOT payment for the course. Rescheduled courses will be billed at the full fee amount plus applicable supplements.