



# GLOBAL TALENT MANAGEMENT INSTITUTE

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

## London, England

September 8 - 10, 2026



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

# OVERVIEW

Senior executives and board members continually rank their company's ability to attract and retain high quality talent as their #1 concern. They look to their HR organizations to build the mindset, practices and culture that will find, keep and engage high performing talent. Is your HR team up to the challenge?

The Talent Management Institute has taught more than 7,000 leaders worldwide how to build better talent faster. **TMI is the world's #1 executive education program on talent and it's loved by its graduates for its highly practical, science-based and immediately applicable content.**

- Directly link your talent management strategy to your organization's strategy
- Learn how to build a state-of-the-art Talent Production Line for your organization
- Become an expert in assessing talent and accelerating the growth of high potential leaders
- Assess your organization's talent practices against world-class standards
- Transform your performance management process using science-based simplicity
- Reduce bias in performance management, leader selection and more
- Become a talent expert and trusted advisor to executives on talent issues
- Create a prioritized talent management action plan for you and your organization
- Network with global HR and talent leaders
- Get access to benchmark talent management practices, processes, templates and tool kits



Build better quality talent, faster and with greater efficiency



Increase your influence and impact with senior leaders



Use science and simplicity to create great talent practices

## YOUR INSTRUCTORS

You'll gain practical insight from Marc Efron, co-founder of TMI, and the leading voice of talent management worldwide. Co-teaching is Zac Upchurch who advises the world's premier organizations on how to build better talent faster. Every course features a guest speaker who is a top CHRO or talent executive at a high performing company.



**MARC EFFRON**

TALENT STRATEGY GROUP

Founder and President of the Talent Strategy Group, Author of *8 Steps to High Performance* and co-author of *One Page Talent Management*. Advisor to the world's top organizations.



**ZAC UPCHURCH**

TALENT STRATEGY GROUP

Chief Operating Officer and Partner at Talent Strategy Group. Guides CEOs, top teams and talent executives of the highest performing organizations.

# COURSE SCHEDULE

## DAY 1

### CREATE & BUILD THE FOUNDATION

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9:00AM

**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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9:00AM

**Reflections and Overview of the Day**

9:15AM

**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

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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

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 Zac: Q & A**

2:45PM

**Developing your Individual and Organizational Action Plan**

3:30PM

**Graduation and Dismissal**

# DETAILS

## THE VENUE - W LONDON



SEPTEMBER 8-10, 2026

REGISTER HERE

### 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.

## SOME PARTICIPATING COMPANIES & TESTIMONIALS



amazon

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. "*

TMI GRADUATE



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

TMI GRADUATE

