



# GLOBAL TALENT MANAGEMENT INSTITUTE

The world's #1 executive education program on talent

## Dubai, UAE

Dec. 8 - 10, 2026

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

 TMI GRADUATE

# 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.**

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 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



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."

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

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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

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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

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

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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

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 Ritz-Carlton, Dubai International Financial Centre



Click here to register!

DECEMBER 8-10, 2026  
9:00AM - 5:30PM

### The Ritz-Carlton, Dubai International Financial Centre

P.O. Box 482032, DIFC,  
Dubai, United Arab Emirates

t. +971 4-3722222

### **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.

## 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. "

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