



TALENT

MANAGEMENT

INSTITUTE

Private Workshops

ABOUT THE TALENT MANAGEMENT INSTITUTE

The Talent Management Institute (TMI) was founded by Marc Effron and Jim Shanley to build talent management capabilities in human resource professionals and business leaders. Since 2011, more than 2,000 leaders have been certified in our programs.

About TMI

TMI is the world's most popular executive development program on talent management. 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. Many companies send a participant to every public course offering, which led us to create our TMI Private offerings.

Why TMI Private?

TMI Private takes the best of our public programs and delivers it to your leaders on-site. It includes:

- **TMI for HR:** Our core course for Human Resource leaders that builds both process knowledge and personal capabilities to increase your company's ability to grow better talent faster.
- **TMI for Leaders:** We elevate your business leaders' capabilities to assess, select, develop and engage their talent using simple, science-based, powerful tools and processes. We share the practical tools and frameworks to help leaders and organizations get more than their fair share of talent.

Both courses are 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, you get the customized learning and personal attention that creates effective learning and high applicability.

Our Unique Insights and Approach

We don't offer obtuse 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.

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 two levels below the CEO.

Class Size

Up to 50 leaders may participate in each session.

Timing

TMI for Leaders can be a one-day or two-day course.

2017 Course Fee

The all inclusive course fee is \$35,000 for 1-day delivery and \$70,000 for 2-day delivery in the United States; there is a supplement for delivery outside the US. Our Talent6 360 assessment can be added for \$150 per participant.

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.

TMI FOR HUMAN RESOURCES

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 is a two-day course. It starts at 8:30 AM on Day 1 and ends by 5PM on Day 2.

2017 Course Fee

The all inclusive course fee is \$70,000 for delivery in the United States; there is a supplement for delivery outside the US. Our 4+2 360 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.

YOUR INSTRUCTORS



Marc Effron

Marc helps the world's largest and most successful companies improve the quality and depth of their talent. As the founder and President of the Talent Strategy Group, he leads the firm's global consulting, education, executive search and publishing businesses.

Marc co-authored the Harvard Business Review Publishing best-selling book *One Page Talent Management*, often called the "talent management bible." Companies worldwide apply its discipline of Science-based Simplicity, Accountability and Transparency. Marc founded and publishes *Talent Quarterly* 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 and a Congressional Staff Assistant.

Marc is a frequent speaker at corporate events and conferences. He earned a M.B.A. from the Yale University School of Management and a B.A. in Political Science from the University of Washington.



Jim Shanley

Jim has worked with some of the most well regarded global companies including J&J, Microsoft, JPMorgan Chase, Fidelity Investments, KKR, US Navy, USAA, Telstra and National Australia Bank. He retired from Bank of America in 2006 after a 20-year career where he helped the bank grow into one of the world's largest and most profitable companies.

Jim's consulting focuses on:

- Top Team Alignment focusing on Growth & Strategy Execution
- Talent Management & Succession Planning
- Executive Coaching

Prior to Bank of America, Jim was a Naval Officer, a management consultant, and headed up leadership development for a medium size-manufacturing firm.

He served on the original steering committee of McKinsey & Company's groundbreaking "War for Talent" research project.

Jim received a B.S. from Purdue University and an MBA from the University of Georgia.

CONTACT & DETAILS

CONTACT

For more information about bringing the Talent Management Institute into your organization, contact Zac Upchurch of the Talent Strategy Group at 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 sitting at round tables of up to 7 individuals. All materials are printed by the client.

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.