

Zürich Switzerland

April 1 - 3 2019

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 talentstrategygroup.com/TMI/Europe



OVERVIEW

- Directly link your Talent Management agenda to the organizational and leadership capabilities that your organization needs to execute its 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 talent
- Assess your organization's Talent Management practices against world-class Talent Management standards
- Transform your Performance Management process using real science-based simplicity
- Become the talent expert and trusted advisor to senior executives on talent issues
- Create an organizational and individual Talent Management action plan
- Network with global HR and Talent leaders
- Get access to benchmark Talent Management practices, processes, templates and tool kits

HR LEADERS BECOME GREAT TALENT BUILDERS BY DEVELOPING KEY CAPABILITIES:



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



Zurich
Development
Center



ZURICH DEVELOPMENT CENTER

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Zürich, Switzerland

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TUITION: 5,750 EUR

Tuition includes meals served during class, all materials and an after-course resource pack.

[CLICK TO RESERVE YOUR SEAT](#)

LODGING: Recommend On-Site

Participants are responsible for their own hotel accommodations. We recommend and have secured rates in partnership with Zurich Insurance for lodging on-site for 210 CHF per night plus VAT of 7.7%.

MEET THE TEAM



JIM SHANLEY
THE SHANLEY GROUP

Jim has worked with some of the most well regarded global companies including J&J, Microsoft, JPMorgan Chase, KKR, KPMG, PayPal, Coca-Cola, DPDHL, 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.

Prior to Bank of America, Jim was a Naval Officer, a management consultant, and headed up leadership development for a manufacturing firm. He served on the original steering committee of McKinsey & Company's groundbreaking "War for Talent" research project.



MARC EFFRON
TALENT STRATEGY GROUP

Marc is the founder and President of the Talent Strategy Group and leads the firm's global consulting, education, executive search 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." Marc also 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.

Jim Shanley and Marc Efron are among the most respected voices in Human Resources today. Both have deep corporate experience and consult with the world's largest and most successful companies including:



" I came out with insights on how to be a better HR Manager and new tools to drive our Talent Management work. "

FALL 2017 GRADUATE

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

SPRING 2017 GRADUATE

COURSE SCHEDULE

DAY 1

LAY & BUILD THE FOUNDATION

8:00AM

Driving a Talent Mindset in your Company: The Impact on Organizational Performance

9:00AM

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

Case Study Prep

DAY 2

ASSESS & ACCELERATE DEVELOPMENT

8:00AM

Reflections and Overview of the Day

8:30AM

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

- Widgets case
- Facilitation tips

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

EVENING

Talent Action Plan Preparation

TMI-hosted Graduation Party

DAY 3

DRIVE SOLUTIONS & SUCCESS

8:00AM

Reflections and Overview of the Day

8:30AM

Driving H.R. Agreement and Alignment on the Talent Agenda

- Between BU's and corporate
- Among the top 200 execs

9:30PM

The Solution to Performance Management: Applying Science and Simplicity

10:30AM

Peer Coaching

- Groups address and solve their top talent issues

11:00AM

8 Steps to High Performance

12:00PM

Lunch

1:00PM

Your Point of View: Stand and Deliver

1:30PM

Marc and Jim: Q & A

2:00PM

Developing your Individual and Organizational Action Plan

3:00PM

Graduation and Dismissal

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