

# The Talent Management Institute

A strategic, practical program that builds Talent Management capabilities in Human Resources and Talent Management leaders.



**March 24 - 27, 2020 and November 17 -20, 2020**

University of North Carolina, Kenan-Flagler Business School  
Chapel Hill, NC

## Content Overview

**In a complex global environment, superior talent remains the surest path to sustained competitive advantage.** Yet organizations are finding that traditional approaches to talent building are falling short of expectations. Perfect design isn't delivering perfect results. This highly interactive course quickly builds the capabilities and provides the tools necessary to design and execute a flawless talent management strategy.

**Your program faculty are experienced talent management executives who have successfully created integrated talent management systems at companies like Johnson & Johnson, Bank of America, Avon, and more.** Each faculty member now consults to the world's largest and most successful companies.

## Key Takeaways

- Directly link your Talent Management Agenda to the organizational & 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 & trusted advisor to senior executives on talent issues
- Get access to benchmark talent management practices, processes, templates, and tool kits
- Create an organizational & individual talent management action plan

**Additionally, all participants get access to an exclusive Dropbox full of program materials, tools, templates, articles, and much more.**

## Program Faculty



**Jim Shanley**  
The Shanley Group  
Former SVP,  
Leadership Development  
Bank of America



**Marc Efron**  
The Talent Strategy Group  
Author, *One Page Talent Management*, former VP,  
Talent Management, Avon

## Course Schedule

Day 1 Laying the Foundation	Day 2 Building the Talent Factory	Day 3 Leveraging Talent to Drive Results	Day 4 Building Your Talent Management Action Plan
<b>Participant Arrival</b>	<p><b>8:00</b> Reflections and Overview of the Day</p> <p><b>8:30</b> Becoming a Talent Management Expert</p> <ul style="list-style-type: none"> <li>The 4+2 model</li> </ul> <p><b>9:15</b> Building the Talent Factory: <i>Linking Organization Strategy to Talent Specifications &amp; Needs</i></p> <ul style="list-style-type: none"> <li>Strategy &amp; Organizational Capabilities,</li> <li>Leadership Competencies,</li> <li>Business Critical Roles</li> </ul>	<p><b>8:00</b> Reflections and Overview of the Day</p> <p><b>8:30</b> Building The Talent Production Line: <i>Developing &amp; Deploying Talent</i></p> <ul style="list-style-type: none"> <li>High impact individual development plans that work</li> <li>Driving assignments</li> <li>Coaching processes and programs</li> <li>Executive development education programs and processes</li> </ul>	<p><b>8:00</b> Reflections and Overview of the Day</p> <p><b>8:30</b> Your Point of View: Stand and Deliver</p> <p><b>9:00</b> Marc and Jim – Q &amp; A</p> <p><b>10:00</b> Developing your Individual &amp; Organizational Action Plan</p> <p><b>11:00</b> Graduation and dismissal</p>
Lunch 12:00 - 1:00 pm	Lunch 12:30 - 1:30 pm	Lunch 12:30 - 1:30 pm	Boxed Lunch 11:00 am
<p><b>1:00</b> Driving a Talent Mindset in Your Company and the impact on organizational performance</p> <p><b>2:00</b> Developing a Talent Philosophy Developing your point of view and creating alignment with your executive team</p> <p><b>4:00</b> Building a Talent Production Line Applying care and discipline to talent production</p> <p><b>5:00</b> Building your Talent Audit for your Company</p> <p><b>6:00</b> Group Dinner &amp; Networking</p>	<p><b>1:30</b> Leveraging your Expertise with Executives</p> <ul style="list-style-type: none"> <li>Becoming a Courageous Advocate</li> <li>Becoming a Trusted Advisor</li> </ul> <p><b>2:30</b> Building the Talent Production Line: <i>Determining your Organization's Current Talent Quality &amp; Supply</i></p> <ul style="list-style-type: none"> <li>Assessing Executive Talent</li> <li>Assessment Tools &amp; Processes</li> <li>Cracking the Code on "Potential"</li> <li>Driving &amp; Facilitating Executive Talent Reviews</li> <li>Succession Planning</li> </ul> <p>Dinner on campus or with your classmates off-campus</p> <p>P.M. Case Study Prep</p>	<p><b>1:30</b> Addressing Talent Management Challenges &amp; Dilemmas</p> <p><b>2:30</b> Driving Agreement &amp; Alignment on the Talent Agenda</p> <ul style="list-style-type: none"> <li>Within HR</li> <li>Between BU's &amp; Corporate</li> <li>Among the top 200 Execs</li> </ul> <p><b>3:30</b> Performance Management Applying Science and Simplicity</p> <p><b>4:30</b> Peer Coaching</p> <ul style="list-style-type: none"> <li>Groups address and solve their top talent issues</li> </ul> <p>Dinner on campus or with your classmates off-campus</p> <p>P.M. Talent Action Plan Preparation</p>	

## Program Tuition and Registration

Program tuition, including all materials and after-course resource pack, is \$6,500.

[Click Here to Register for the Program](#)

[Click Here to Learn More about the Program](#)

### About the Kenan-Flagler Business School Rizzo Conference Center

Located on 28-secluded acres in Chapel Hill, North Carolina, the Rizzo Conference Center is dedicated to providing premium conference and meeting facilities for executive and business meeting space. This Chapel Hill executive conference center offers 20,000 square feet of dedicated conference space, 41 meeting rooms including three tiered classrooms, 21 breakout rooms, 10 study rooms, state-of-the-art presentation technology, High-Speed Internet Access, wireless communications and on-demand video-teleconferencing. The historical DuBose House and McLean Hall serve as unique venues for special events, banquets and business meetings.