

TALENT-SAVVY CHRO PROGRAM INCUBATOR

HYBRID • 3 MONTHS • EXPERIENTIAL

CHROs, Heads of HR, & Senior Talent Practitioners are not only expected to shape the talent agenda for their organisations, but to also envision their organizations' talent pipelines and build the necessary capacity to win on the competitive global talent battleground. Get a head start into 2024 by joining any one of the 3 turbo-charged **Global CHRO Incubator Masterclasses**, and we bet, you will emerge a superpower Global Talent Strategist and Architect. **Upon completion, you will earn the Chartered Talent Practitioner™ (CHTP™) Certification**



TALENT INVESTMENT



SUCCESSION MANAGEMENT



TALENT SUSTAINABILITY



ENTERPRISE CAPABILITY

EARN THE CHARTERED TALENT PRACTITIONER™ (CHTP™) CERTIFICATION

1ST COHORT STARTING
FEBRUARY 2024

There Is Nothing Like It

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INTRODUCTION

There is no probably other phrase in the HR lexicon that coalesces the several, seemingly independent success drivers of the Chief Human Resources Officer (CHRO) or Chief People Officer (CPO) role into one coherent value proposition to business and people, than Talent Management. As an epicenter of strategic human capital, Talent Management touches the core of the most critical focus areas under the ambit and delivery of the People Leader - succession, sustainability, culture, EVP, wellness, mobility, etc. Understanding and excelling in Talent Management is an absolute necessity to succeed in a CHRO or CPO role today.

Whether you are contemplating your next move into HR leadership, and you simply want a head start, or you have now been formally earmarked into a senior or executive HR Leadership role, or you have recently been appointed into the exciting yet challenging role of CHRO or CPO, your grasp of talent management issues and the ability to clearly and strategically articulate talent priorities & propositions is going to be key to your success.

This is where the 'Talent-Savvy Global CHRO Incubator' Program comes in - to accelerate your success in the CHRO role and guarantee your impact by developing the competency and confidence to manage your organisation's most strategic asset - its talent, and optimise business, people, and social impact through strategic talent interventions. This well-paced, flexible hybrid Incubator program is delivered over 3-months and provides delegates with a robust toolset for strategic analysis and investment in talent and talent pipelines. And the best part - you get to earn the coveted Chartered Talent Practitioner™ (CHTP™) upon your successful completion. But that's not all - delegates also have a unique opportunity to network with fellow CHROs, CPOs and Business Leaders from the global community, and benchmark their practices against leading-edge global businesses and organisations.

There is Nothing Like It

ITMA
INTERNATIONAL TALENT MANAGEMENT ACADEMY

CHRO

INCUBATOR



TALENT INVESTMENT PILLAR

In this pillar, delegates have an opportunity to explore leading-edge investment strategies and frameworks and apply these to strategic human capital and talent management. Through this pillar, each delegate works on real case talent investment scenarios that they will implement back at their organisations. Delegates will gain the priceless acumen to think on a long-range basis, beyond the daily HR exigences and grinds.

The best-in-class talent management practices are not only relevant to the agenda of the day but are also fair, transparent & sustainable. In this pillar, we explore the underpinnings of talent framework design, including the architecture and utilization of core talent calibration and assessment frameworks. The pillar also discusses the core governance structures and risk management provisions imperative to talent decision optimisation.



TALENT SUSTAINABILITY PILLAR



SUCCESSION MGT PILLAR

Succession captures the *raison d'être* and primal focus of talent management. It is the surest marker of the CHRO's value add to the acquisition agenda, and testimony of the key stakeholder faith in its talent pipeline. In this pillar, delegates explore succession as a vantage driver, a process, and a toolset. They also get to develop succession analysis and planning models which are best suited to their unique talent challenges.

It takes talent to manage talent. A consistent factor across talent magnets (organizations that consistently attract and successfully retain talented employees) is the shared skill and acumen in delivering a superior employee experience across the prospect-to-alumni journey. This pillar explores the internal capabilities that your organisation needs to intentionally develop to effectively manage talent at all lifecycle touchpoints.



ENTERPRISE CAPABILITY PILLAR

CALENDAR

2024

January

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

February

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	1	2
3	4	5	6	7	8	9

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
25	26	27	28	29	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

April

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4
5	6	7	8	9	10	11

May

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

June

Sun	Mon	Tue	Wed	Thu	Fri	Sat
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

July

Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3
4	5	6	7	8	9	10

August

Sun	Mon	Tue	Wed	Thu	Fri	Sat
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
1	2	3	4	5	6	7

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	19	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5
6	7	8	9	10	11	12

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2
3	4	5	6	7	8	9

November

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	19	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	7	8	9	10	11



Cohort Registration Deadline



Cohort On-boarding Session



Cohort Certification Date



Cohort 1



Cohort 2



Cohort 3

ORNO

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FEES & REGISTRATION

INCUBATOR

Price Guideline with Group Discounts

			
1 Delegate	2 Delegates	3 Delegates	4+ Delegates
USD3280	USD3180	USD3080	USD2980

Pillar 4 Delivery and Certification Session

Pillar 4 will be delivered on a hybrid model for all cohorts. The venue for the hybrid session is United Arab Emirates (UAE). Delegates who elect to attend pillar 4 physically are expected to meet their travel and subsistence costs. However, costs related to their 2-day conferencing as well as the certification dinner shall be met by the International Talent Management Academy. Visit our website for T&Cs.

Registration and Confirmation Process

Interested? Proceed to register via the link <https://itma-global.com/events-registration/> Should you want to gain more information before registration, simply email Chris or Robert, the Program Directors on chroincubator@itma-global.com Once successfully registered and paid up, you will receive a Registration Confirmation Note. Thereafter, your delegate on-boarding tour commences in earnest!

There is Nothing Like It

The Talent Management Best Practices™ (TMBP™) Standard is the most advanced technical toolkit for guiding talent data architecture and technical analysis to optimize talent decisions.

Organizations do not rise to the level of their goals, they fall to the level of their Standards



James Clear



If you are interested in procuring the TMBP™ Standard for your organization, simply drop us an email, and a detailed Brochure with further detail on the Standard will be emailed to you.