iTMA
INTERNATIONAL TALENT MANAGEMENT ACADEMY

corporate profile

Developing Global Talent Management Professionals

www.itma-global.com

CERTIFICATIONS

TOOLKITS

ADVISORY

THRIVE

CORPORATE PROFILE

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In today's cut-throat business environment, winning organizations are making talent and talent management a strategic play, and intelligently combining it with culture (talent-culture nexus) to build the potency to compete and win. Talented employees confer significant advantage that must be developed and fully exploited - what we call talent vantage. This is simply because talented people bring immeasurable possibilities to organizations - they perform, innovate, adapt and develop better and faster than peers in a variety of changing and challenging circumstances. Developing a climate where talent can thrive, and human potential can be fully realized, is imperative. At iTMA, we assist organizations and talent practitioners develop talent-centric organizations i.e., organizations where talent thrives by building the right culture and capabilities to effectively manage talent. iTMA has become the leading global voice on this irreversible journey and quest towards talent-centricity - because we sincerely believe that Talent Practitioners and Executive Managers can create that elusive advantage, the talent vantage, for their organizations through strategic and tactical people propositions. If human potential excites you; and if, like we do, you hold a conviction that people are the difference, then let's collaborate to transform our organizations, our enterprises and our society through talent. On its part, iTMA will bring to your table the right tools and frameworks to effectively manage talent, build the necessary organizational capabilities, and lead thought and conversation in talent management global best practice. However, we simply want to do it together, with you. Contact us, and let's create advantage through talent!

CHRIS TENCA - CEO
chris@itma-global.com

CERTIFICATIONS   TOOLKITS   ADVISORY

![iTMA logo] **iTMA**
INTERNATIONAL TALENT MANAGEMENT ACADEMY

iTMA develops, certifies and coaches capable, confident and empowered Talent and OE Practitioners who can provide leading edge advisory, propositions and solutions that grow and accelerate enterprises and people

iTMA develops usable tools to assist Talent and OE Practitioners in the important tasks of talent & OE analysis, intervention planning and execution, as well as ROI measurement & reporting for all talent efforts and investments

iTMA also provides high value advisory to organizations on talent proposition and framework development, talent pipeline analysis, and enterprise capability building for enterprise talent mgt program success and impact

VALUE PROPOSITION

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THRIVE TALENT CALIBRATION

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AND SEGMENTATION FRAMEWORK

To Thrive means to Grow or Develop vigorously and continuously, To Flourish (significantly Succeed), and achieve one's Full Potential (Prime) in the chosen career and in life.

The whole point of managing talent is to support employees to thrive and reach their personal best. With Thrive by iTMA, the most robust Talent Calibration and Segmentation Framework, you have the deepest, most objective insight into human potential, enabling you to make the best human capital decisions every time!

At iTMA, we believe that you are not yet managing talent until you can calibrate it. That is why we have developed Thrive, a leading-edge Talent Calibration and Segmentation Framework, globally. Thrive enables organisations to accurately and objectively assess human potential in the workplace and make pinpoint talent deployment, mobility and succession decisions using the strongest indicators of human potential & performance.

Why Calibrate With Thrive?

Thrive does not use negative labels on employees during segmentation as is the case with 9-Box Grids.

You can define a clear intervention pathway for every employee based on their unique Thrive Profile.

Thrive is a turnkey framework that comes with advanced calibration, analytics & visualisation capabilities.

Cloud-Enabled Online Talent Calibration

For absolute client convenience and experience, the Thrive Talent Calibration and Segmentation Framework comes as a full-stack cloud-enabled application where clients can have 100% of talent assessments, analytics and reporting all done online, via a single and affordable client account.

Calibrate and Analyse Talent

Visualise & Report on Talent

Make Great Talent Decisions

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TALENT-SAVVY
CHRO PROGRAM
INCUBATOR

HYBRID • 3 MONTHS • EXPERIENTAL

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

There Is Nothing Like It

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CHRO

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INVESTMENT • SUSTAINABILITY • CAPABILITY

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TALENT-SAVVY

There Is Nothing Like It

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HYBRID • 3 MONTHS • EXPERIENTAL

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2024

INCUBATOR

Your Path To... CHARTERED TALENT PRACTITIONER™ (CHTP™) CERTIFICATION

PROGRAM

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INVESTMENT

SUCCESSION

SUSTAINABILITY

CAPABILITY

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.

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.

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.

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.

TALENT SUSTAINABILITY PILLAR

ENTERPRISE CAPABILITY PILLAR

TALENT-SAVVY

There Is Nothing Like It

The Eye of an Analyst... *...The Mind of a Strategist*

CERTIFIED TALENT PRACTITIONER
CTP® LICENSED
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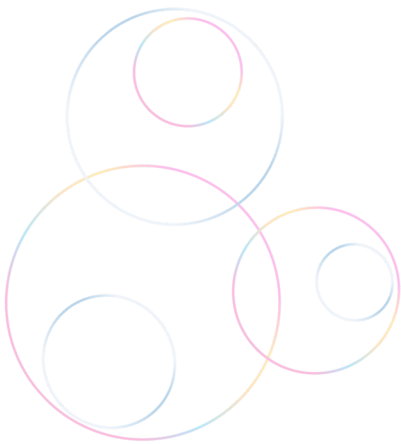**INTERNATIONAL TALENT MANAGEMENT ACADEMY**

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Alongside Culture, Talent is increasingly being regarded by enterprise leaders as a potent force and the most important tool for building sustainable competitive advantage

PROGRAM COVERAGE

- Introduction to Talent Management - concepts and business case

- The Talent Analyst Proficiency Model

- Talent Econometrics - talent supply and demand analysis

- TM to Business Alignment - horizontalization & verticalization

- Talent Delivery Value Chain (TDVC) - infrastructure alignment

- Enterprise-wide Talent Management Implementation - the Project Plan

- Introduction to the Concept of (High) Potential

- Talent Profiling and Pooling - tools, frameworks and approaches

- Talent Conversations and Career Path Mapping

- Succession Mapping and Succession Management

- Managing Talent Mobility - understanding the Logics for Mobility

- Introduction to Derailment - Talent Derailers and Mitigation

- Employer Branding - experiences, touchpoints & engagement

- Talent Dashboard & Analytics - brand, pipeline, bench, and relativities

The Mind of a Strategist

CHARTERED

OD

PRACTITIONER

Never Be Doubted!

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CODP®
SERIAL 2021 A-ZZ-006
LICENSED
iTMA

Organizational Development has effectively moved from the traditional "planned change" concept characterized stable organizational architectures, to adaptive agility, which is better suited for business flux, shortened cycles and organizational malleability. The 'built to adapt' concept has now effectively replaced the once celebrated 'built to last' model, and in the process altering the measures of Organizational Effectiveness (OE) and the competency matrix for OD/OE Practitioners. Traditional indicators of stability are now indicators of dysfunction. This is the new landscape for OE. The Chartered OD Practitioner Programme (CODP) brings actionable frameworks for analyzing OE and latest methodologies for facilitating strategic, rapid, pervasive fixes to optimize organizational responsiveness, agility and change. The Bootcamp classes are facilitated by vastly experienced OE Trainers with impeccable credentials earned from consulting for top global corporates.

"

Organisations cannot be competitive if they are not effective

Through the CODP program, HR and OE Leaders earn a unique certification by 2 reputed global certification institutes - the International Talent Management Academy (iTMA) and the Global Academy for Finance and Management (GAFM), USA. Both Institutes boasts global learner reach and footprint, rigorous certification standards, and smart learning models with exceptional learner experience and engagement.

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G F
GLOBAL ACADEMY OF FINANCE AND MANAGEMENT

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COURSE COVERAGE

FUNCTIONAL

Organizational Effectiveness

- Introduction to OD and the OD Methodology

- Organisational Effectiveness (OE) and Dysfunction

- Organisational Diagnostics & Solution Framing

- Strategic Clarity, Alignment and Business Driver Mapping

- Business Case Skills for OD Practitioners

At the heart of OD Intervention is a crystal-clear understanding of Organizational Effectiveness (OE). This section delves into OE philosophy, people-systems architecture, scientific practice, OE frameworks & its key measures (KPIs)

DESIGN

Organizational Design

- Design Overview - Design Science and Core Principles

- Level 1 - Business Design - Operating Model

- Level 1 - Process Design - Process Reengineering

- Level 1 - Organizational Design - Organizational Structuring

- Competency Model Development and Skills Auditing

Organizational Design is a process whose principles and practices are premised on design science, multi-dimensional logic and analytical rigor. This section explores design methodology using the latest agile and systems approaches

PERFORMANCE

Transformation and Performance

- Mastering Transformation & Change - The Key Enablers

- Introduction to Agile Models and Practices

- Employee Engagement and Performance Enablement

- Culture Mapping & WOWs - Activation and Embedment

- Project Management Skills for OD Practitioners

The last leg in OD focuses on aligning strategic people and culture planning with talent acquisition, productivity and engagement. Transformation and change are explored via the organizational learning lenses, using latest insights from Behavioural Science

DIAGNOSTICS • DESIGN • CHANGE

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OVERVIEW

Human capital development i.e., the ability to expand human talents and proficiencies through learning, has truly begun to gain attention and sponsorship as organisations seek to leverage human potential for sustained competitive advantage. Enabling learning is almost now synonymous with enabling adaptive change, which is critical to organisational agility and performance in today's fast-paced environment. The Certified Learning & Development Practitioner (CLDP) Program taps into learning science (psychology and neuroscience) to equip L&D Practitioners with the tools to deliver transformative learning solutions and interventions. L&D Practitioners will learn how to (i) translate strategy and operating model into learning propositions, (i) collaboratively design catalytic learning models, (iii) ideate and curate truly meaningful learner experiences, (iv) and effectively deliver learning across key learner touchpoints.

COVERAGE

- Agenda Mapping - the Learning & Development Strategy Canvas
- Building Competency & Proficiency Frameworks
- Career, Succession & Mobility Management
- Employability & Agility - Deskilling, Upskilling & Multiskilling
- Learning Model Design - Best Practices
- Learner Experience (LX) Design & Management
- Catalytic Environment for Learning - Neuroscience
- Digital Enablement - Agile, Micro and e-Learning/Virtual
- Implementing Transformational Mentoring & Coaching Programs
- Lifelong Learning - Imperatives of a Learning & HP Culture
- Strategic Evaluation & Reporting - L&D ROI, Analytics & Dashboard

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PROCESSES • TOOLKIT • CAPABILITIES

COMPETENCY • ATTITUDE • BEHAVIOURS

COVERAGE

- Introduction to Mentorship; Concept of High Potential (HiPO)
- EI Competences & Self Awareness for Successful Pairing
- From Coaching to Sponsorship - the Mentoring Landscape
- The 3 Dimensions of Mentorship; Power and Influence
- How People Learn - Competency Models, Learning Styles, MASTER
- Introduction to Schemas - Learning Agility and Reframing Techniques
- The Neuroscience of Mentoring - Human Development Optimisation
- Strengths-Based Mentoring - tactical about Strengths & Weaknesses
- Mentee Growth Needs Diagnostics and S.M.A.R.T Goal Setting
- The Mentoring Cycle, The Programme, and Relationship Deliverables
- Holding effective Mentoring and Coaching Conversations
- Confidence Building; Mentee Self-Efficacy and LOC
- Empathetic Listening, art of Questioning, and Mastering Feedback
- Understanding and effectively managing Mentee Derailment
- Mentoring Ethics - Understanding Malpractices; the Mentor Pledge

3D mentorship®

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It takes Talent To develop Talent

TMBP™

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

TMBP™
STANDARD
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BEST PRACTICES

AUDIT • BENCHMARK • IMPROVE

Email: info@itma-global.com

2022 EDITION

ANNUAL TALENT CONFERENCE

This Standard Is Published by iTMA

TMBP™
STANDARD

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.

STANDARD

INTERNATIONAL TALENT MANAGEMENT ACADEMY

ADVISORY SERVICES

What else can we do for you?

- Talent Framework, Program and KPI Development

- Talent Mapping i.e., Talent Profiling and Pooling

- Talent Management Infrastructure (TDVC™) Realignment

- Practitioner Assessment & Collaborative Development Centre

- TRP Setup, Governance Framework and Capacitation

- Frontline Advantage - Line Capability Building on Talent Mgt

- Formulation of a Talent-Centric EVP and Employer Brand

- Culture Transformations - Talent Centric & High Performance
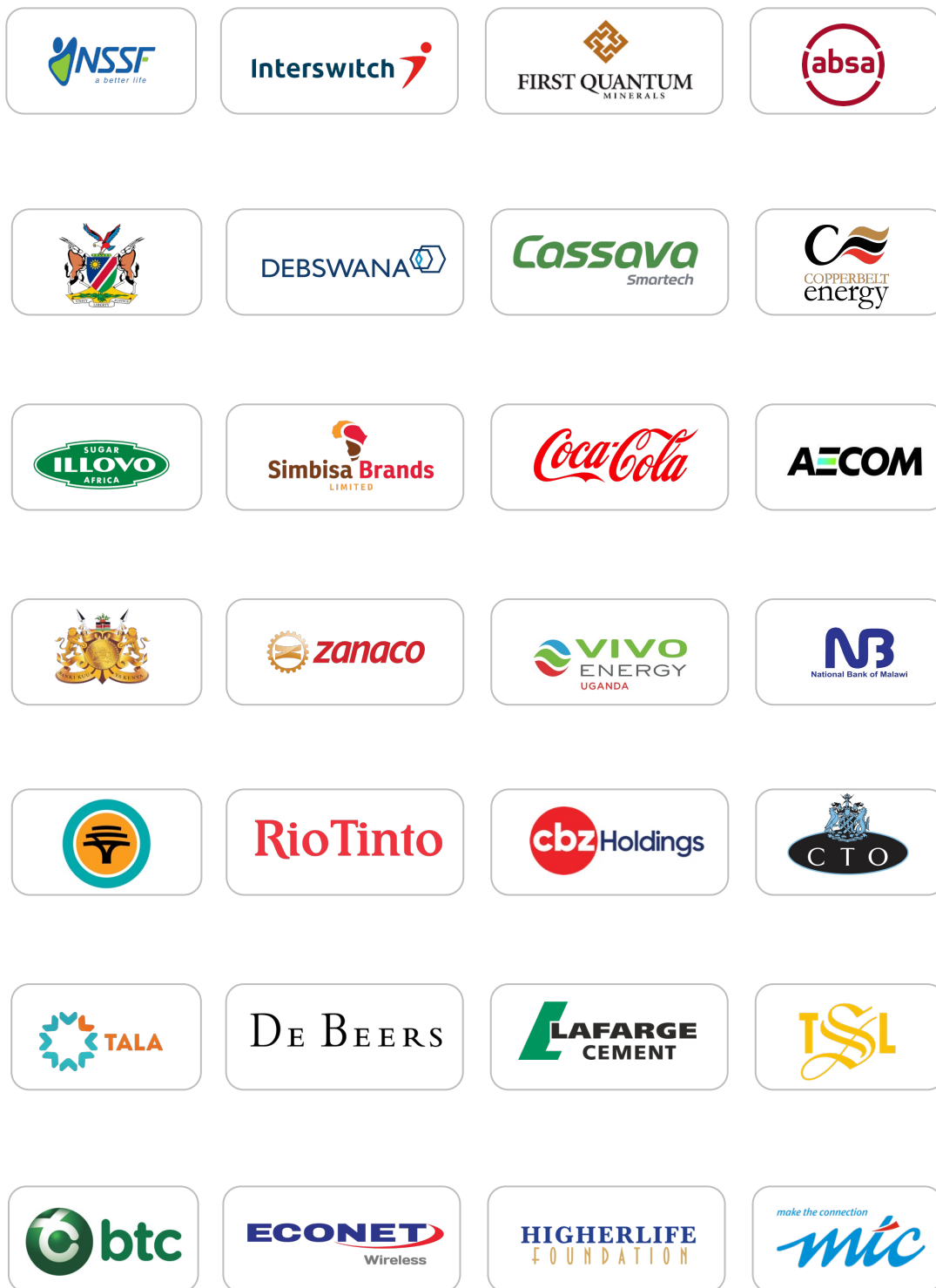
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AECOM

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VIVO
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UGANDA

NB
National Bank of Malawi

RioTinto

cbz Holdings

CTO

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SERVICES REQUEST FORM

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CONTACT

Name of Requester	
Email Address	
Mobile Number	
Name of Organization	

CERTIFICATIONS

Name of Certification or Capacity Building Program	Days	Tick
Chartered Talent Practitioner / CHRO Incubator Program	10	
Certified Talent Practitioner	6	
Chartered Organisational Development Practitioner	6	
Certified Learning & Development Practitioner	6	
3-Dimensional Mentor Certification Program	4	
Executive (EXCO) Orientation on Talent Management	2	
Competency Mapping & Assessment for HR Practitioners	2	

SERVICES

Name of Talent Management Product or Consultancy		Tick
Order the Talent Management Best Practices Standard™		
Request a Consultancy on Talent Framework Design		
Mentorship Services for CHRO and/or Head of Talent/OE		
Request a Speaker on a Talent / OE Topic for your Event		

CONTACT US

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MIDDLE EAST & EUROPE
No. 5842+632 Meydan Hotel
Nad Al Sheba - Nad Al Sheba 1
Dubai, United Arab Emirates
M: +971 50 895 8365
Email: info@itma-global.com

AFRICA
No. 1 Hartshorne Street
Rynfield, Benoni
Johannesburg, 1501, South Africa
M: +27 83 449 2514
Email: info@itma-global.com

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