



TOOLKITS & FRAMEWORKS



PROFESSIONAL CERTIFICATIONS



ADVISORY SERVICES

CORPORATE PROFILE

Developing Talent-Centric Organisations!



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From the Global Lead - Talent & OE

In today's cut-throat business environment, winning organizations make talent management a strategic play, intelligently combining it with culture (talent-culture nexus) to build potency to compete and win. Having talented employees is a crucial advantage that must be developed and fully exploited - what we call talent vantage. Hence, developing a climate where talent thrives, and human potential is fully realized, is imperative. At iTMA, we assist organizations and People Practitioners develop talent-centric institutions by building the right capabilities to effectively manage talent. We achieve this by building the requisite skills across Boards, Executive Teams and Talent Practitioners whilst strengthening the organisation's ability to create and sustain that elusive advantage - the talent vantage. 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. We can achieve exponential impact by doing it together with you. Contact us today, and let's create an advantage through talent!

Let there be Talent!

CHRIS TENGA
chris@itma-global.com



PROFESSIONAL CERTIFICATIONS

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



TOOLKITS & FRAMEWORKS

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



TM & OD ADVISORY SERVICES

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

CORE PROPOSITION

CERTIFICATION PROGRAMS



CERTIFIED TALENT PRACTITIONER™, CTP™

The Certified Talent Practitioner™ (CTP™) is a leading-edge global Talent Management Certification Programme for Human Capital and Talent Practitioners, which awards the 'Certified' status. The CTP™ aims to develop data-savvy HR Practitioners who can competently leverage people science and data analytics to build resilient talent pipelines, effectively manage talent across the 'prospect to alumni' cycle, and develop truly talent-centric organizations.

CHARTERED TALENT PRACTITIONER™, CHTP™

The CHTP™, delivered via the 'Talent-Savvy Global CHRO Incubator' Program equips CHROs and senior HR Leaders with strategic competencies to manage their organisation's most strategic asset - its talent, as well as optimise business, people, and social impact through strategic talent interventions. Delegates get a robust toolset to perform strategic talent analysis, while making smart investments in resilient and dynamic talent pipelines.

CHARTERED OD PRACTITIONER™, CODP™

The CODP™ Program taps into Design Science & Behavioral Science to equip HR and OD Practitioners with actionable frameworks for authoring pervasive and lasting solutions in the important areas of Operating Model Transformation, Organisational Design, High Stakes Change implementation, Cultural Transformation, as well as People Engagement & Productivity Optimisation. The focus is to enhance organizational resilience & agility through building the right Capabilities.

STRATEGIC WORKFORCE PLANNING™, SWP™

The SWP Program is designed to help HR and Talent Leaders secure the success of future business plans, future-proof incoming operating models and guarantee critical projects through Effective People Planning. SWP equips HR & Talent Leaders with leading-edge tools to undertake Strategic Workforce Analysis, perform dipstick Competitive Analysis, understand the broader talent landscape, and map actionable Talent Acquisition Plans.

CERTIFIED L&D PRACTITIONER™, CLDP™

Tapping into learning psychology and neuroscience, the CLDP™ Program equips L&D Practitioners with tools to deliver transformative learning solutions. The certification focuses on (i) translating strategy and operating model into strategic learning propositions, (ii) collaboratively designing catalytic learning models and pathways, (iii) curating meaningful learning journeys and experiences, (iv) & effectively delivering learning across a range of crucial learner touchpoints.



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OTHER CAPACITATION PROGRAMS



BOARD & EXCO TALENT MANAGEMENT

Talent has simply become a strategic business imperative that now requires cross-functional drive. As organizations operationalise Talent Panels to give talent management a cross-cutting executive ownership & drive, iTMA's Board & EXCO Talent Management Program comes in to equip and orient Boards & Executives on talent sponsorship, leadership and governance imperatives. Our aim is to develop a talent-savvy Board & EXCO that provides effective direction to the organisation's Talent Agenda.



TALENT INVESTOR PROGRAM - LINE MANAGERS

The Talent Investor Program (TIP) is a key capacitation program targeted at equipping line managers with a solid understanding of the field of talent management, and the crucial role line manager play in supporting critical talent management activities. Managers explore the concepts of potential, talent calibration, succession planning and holding effective talent conversations. This training on-boards line managers as competent partners who participate effectively in the organisation's talent management program.



3-D MENTOR CERTIFICATION PROGRAM

As investors in talent and stewards of the next generation, managers are entrusted with nurturing the organization's most valued posterity - its HiPOs. The 3-D™ Mentor Certification program equips executive and senior managers with the capability and confidence to hold catalytic mentoring conversations and accelerate HiPOs in their career individual journeys. This truly transformational Bootcamp explores leading-edge practices in mentoring and growth enablement.



THE POWER OF PERFORMANCE COACHING

Unleashing the Power of Performance Coaching (UPPC) is a turnkey offering that inspires breakthrough human performance & growth through Employee Coaching. UPPC equips line managers with crucial skills for effective delivery of everyday coaching support to accelerate employee experiential learning and growth. Through UPPC managers become authentic Development Coaches and Performance Catalysts, who can handle complex coaching conversations with confidence.



INTERVIEWING & SELECTING FOR TALENT, iSTP

The War for Talent is won or lost at the Hiring Table. iSTP (Interviewing & Selecting for Talent Program) aims to develop Line Managers on the skills that make them effective at the Talent Selection and Hiring Table. If there is one imperative towards comparative advantage on the competitive talent battleground, it is having Line Managers with the knack to hire right. Let us transform your hiring practices by developing your Line Managers in leading-edge talent hiring practices and standards.



OTHER SERVICES

What else we can do for you beyond our signature Certification Programs

- Developing Talent Management Frameworks, Programs & Scorecards
- Formulating your Talent Calibration Framework & Process
- Reviewing & Aligning your Talent Management Infrastructure (TDVC™)
- Reviewing and Designing Early Talent Programs (ETPs)
- Mapping Competencies & Proficiencies at Role level & Strategy level
- Setting up & Activating your organisation's Talent Review Panels (TRPs)
- Formulating Talent Governance Framework and Board / EXCO Capacitation
- Building Line Manager Capabilities on Talent Management
- Formulating a Talent-Centric EVP and Employer Brand
- Facilitating Turnkey Cultural Transformations for High Performance



KNOWLEDGEABLE

We understand that we are in the business of developing people and transforming organisations, where there is no substitute for Knowledge. Either we know, or we don't!



CLIENT-CENTRIC

Our solutions to our clients strongly consider each client's unique context and perspective. Our customized approach helps us to put clients at the centre of our Solutions.



AGILE

We strongly believe in the power of co-creating solutions. Absolutely imperative to our delivery philosophy is accommodating change with flexibility, whatever its form.



PROFESSIONAL

We believe in results over reasons. We conduct ourselves professionally and diligently, and endeavor to set an example that makes our clients proud of their choice to work with us.

WHAT YOU CAN EXPECT



INTERNATIONAL TALENT MANAGEMENT ACADEMY

OUR TRACK RECORD



CONTACT US

www.itma-global.com

DUBAI, UNITED ARAB EMIRATES

No. 5842+632 Meydan Free Zone
Nad Al Sheba - Nad Al Sheba 1
Dubai, United Arab Emirates
T: +971 58 519 5522
M: +971 50 895 8365
Email: info@itma-global.com

JOHANNESBURG, SOUTH AFRICA

Suite 31 Regus Offices
6 Kikuyu Road, Sunninghill, Sandton
2156, Johannesburg, South Africa
T: +27 11 425 0391
M: +27 83 449 2514
Email: info@itma-global.com

Certifications • Advisory • Toolkit