



Wharton
UNIVERSITY of PENNSYLVANIA
Aresty Institute of Executive Education

TMI

GLOBAL FELLOW OF TALENT MANAGEMENT

FOR ACCOMPLISHED HR LEADERS
SEEKING TO IMPACT BUSINESS AND
INDUSTRY GLOBALLY.

2018 EDITION
REGISTRATION UNDERWAY

WHARTON MASTERCLASS-1
AUG 6 - AUG 10, 2018

WHARTON MASTERCLASS-2
DEC 5 - DEC 8, 2018

SELF-STUDY STAGE 1 COMMENCES
MAY 2018

FINAL APPLICATION DEADLINE
MAY 15, 2018

BRINGING THE WORLD'S FINEST TALENT MANAGEMENT PROGRAMS *FOR GLOBAL HR LEADERS*

The power of Talent Management to impact the success of today's business and nonbusiness organizations is unquestionable. In order to harness that power, current and future thought and practice leaders in human resource management must understand and master the complex art and science of Talent Management, and actively work within their organizations to achieve results. Talent Management Institute (TMI) and The Wharton School at the University of Pennsylvania have partnered to design and deliver two powerful programs in Talent Management.

These programs focus on equipping high-potential HR leaders from around the world with the knowledge of the latest principles, models, tools, and practices of Talent Management. The learning themes of the programs aim to give participants a robust and clear understanding of how Talent Management needs to be deployed as a business hyperfunction to impact organizational growth and competitiveness.

Leading-Edge Talent Management Learning For Global HR Leaders

TMI-Wharton programs offer senior HR professionals and leaders the latest in Talent Management, blending Wharton's renowned executive and leadership education research and expertise with TMI's groundbreaking Universal Knowledge Framework for Talent Management professionals. Delivered by renowned Wharton experts, the TMI-Wharton programs uniquely combine the immersive Wharton residential MasterClass experience with the convenience of self-paced, flexi-learning. The programs feature content, instruction, discussions, and exchanges that promise to develop participants' capacities to lead and deliver a transformational impact on the growth and competitiveness of their organizations and the industry.

GLOBAL FELLOW OF TALENT MANAGEMENT

**FOR ACCOMPLISHED HR LEADERS
SEEKING TO IMPACT BUSINESS AND
INDUSTRY GLOBALLY.**

Wharton School
University of Pennsylvania
HALL



FROM LEADING HUMAN RESOURCE TO MAKING IMPACT ON BUSINESS

Professor Peter Capelli

*George W. Taylor Professor of Management
Director, Wharton's Center for Human Resources
Academic Director, TMI-Wharton Programs on
Talent Management*

Brought on by global knowledge leaders - The Wharton School and the Talent Management Institute, the TMI-Wharton Global Fellow program is a powerful and exclusive leadership learning program in Talent Management. The program is designed for accomplished senior professionals and experts who desire to expand the sphere of their professional impact and leadership influence in the industry.

The Global Fellow program offers a truly transformational talent-leadership learning experience, and is exclusive to only the most eminent of senior professionals, academics,

researchers, consultants, and experts in human resources from around the world.

Leveraging participants' HR expertise, leadership, and achievements for building their skills for more onerous business and industry-impacting roles, this program is extremely selective, admitting only a small group of international professionals in an edition of the program. Composed of six stimulating stages of learning, it is punctuated by two immersive live-and-learn experiences at The Wharton School, University of Pennsylvania, Philadelphia.



FOR THE DISTINGUISHED


The TMI-Wharton Global Fellow program is for the most distinguished professionals. By inspiring participants to understand the explicit connection between Talent Management excellence and business leadership effectiveness, the program aims to transform these high-achievers into leaders of even greater impact for their departments, organizations, businesses, industry, and nation.

The program is designed and optimized specifically for the extremely busy global leader professionals who desire their learning to be high-quality, experiential, and flexibly paced and self-planned. It is split into six distinct learning stages; four of these are planned and completed by participants at their own convenience. The remaining two stages of the program involve two visits to The Wharton School for nine days of high impact residential MasterClasses conducted on campus by Wharton professors.

The TMI-Wharton Global Fellow program is designed to develop participating HR achievers into leaders of even greater impact and influence. The content, instruction, discussions, and exchanges help them leverage past experience and prepare them for more onerous roles. TMI-Wharton Global Fellows are invited to be part of various TMI boards, councils, committees, and expert review panels with an opportunity to get published. Further, TMI-Wharton Global Fellows may have the opportunity to speak at global forums and events.

KEY TAKEAWAYS

- ▶ Experience transformation in your leadership approach and perspective, needed to transcend to high-impact roles in your organization and the industry.
- ▶ Build conceptual links between business growth and talent management, and gain insights about turning talent into a competitive advantage for organizations
- ▶ Harness The Wharton School experience to develop a powerful network of fellow global HR leaders
- ▶ Gather conceptual and technical expertise required to reshape current industry attitudes and practices to facilitate the utilization of talent-centered strategies for business optimization
- ▶ Earn the **Global Fellow of Talent Management** credential from The Wharton School, one of the world's most esteemed business schools, and TMI, the world's most trusted body for talent management standards and credentialing.



IMPACT BUSINESS AND INDUSTRY

THE IDEAL PARTICIPANT

CANDIDACY TRACKS

Applicants to the TMI-Wharton Global Fellow program in Talent Management are all thought-leading high achievers and impact-makers within their organizations and industries.

There are five tracks for senior professionals from diverse backgrounds and experiences in HR and other business functions to earn the TMI-Wharton Global Fellow credential:

Global Fellow Track 1

For Senior HR Leaders & Experts

This track is open for directors, SVP/ VPs, heads of HR function, talent leaders, business school professors/ educators, organizational learning & development experts, researchers as well as consultants in HR and related fields. Inviting participants who have earned eminence in their long careers of 15 years or more for the impact they have made to their organizations and toward Talent Management and human resource practices within their industry. All applicants from this track should ideally hold at least a Bachelor's degree in HRM/ Business/ Management or related disciplines from an accredited institution.

Global Fellow Track 2

For Academics & Researchers

This track is ideal for knowledge creators, educators, and explorers of the frontiers of business and management, with a special interest in the discipline of Talent Management and its role in organizational health, sustenance, and growth. These applicants ideally hold a Doctorate/ PhD in any of the business/ management/ HR or related subjects/disciplines and should be engaged in teaching and research in these areas for 10 years or more. Those completing their doctorates are also encouraged to apply.

Global Fellow Track 3

For Young Leaders

This track is for those exceptionally bright young HR professionals with a Bachelor's degree from an accredited institution who have zoomed to great career heights and senior positions. Also, young leaders who have made their international mark in a short time through their accomplishments across business functions including, but not limited to: product management, engineering, sales, business development, and R&D are welcome to apply.

Global Fellow Track 4


For TMI-Wharton Associate Fellows

This track is for applicants who have successfully completed the TMI-Wharton Associate Fellow program in Talent Management and passed all prescribed assessments. If admitted, applicants under this track will join Stage 4 of the Global Fellow program.

Global Fellow Track 5

For Leaders from Non-HR Functions/ Areas

This track is for those brilliant non-HR leader-professionals who are heads of departments who lead mission-critical business or management functions and change-projects, or who have Talent Management embedded strongly in their leadership responsibilities. They are seasoned campaigners with 20 years or more of experience behind them, towering over their peers in accomplishments, and hold at least a Bachelor's degree from a renowned university.



THE SIX-STAGE COURSEWORK

TRANSFORMATIONAL LEARNING

TRANSFORMATIONAL LEARNING – THE COURSEWORK

The 6-stage TMI-Wharton Global Fellow program blends the immersive experience of Wharton Masterclasses with the convenience of self-paced and self-planned learning through structured text-reading (TMI-Wharton study kit) and the insightful Wharton Direct online modules.

STAGE ONE

This stage is dedicated to self-study of supplied books help participants understand the evolving science of Talent Management and explore its connection with business strategy and competitiveness. The six themes included in this stage should ideally be completed with six to eight hours per week of self-planned reading of the three books included in the TMI-Wharton study kit.

STAGE 1: TEXT SELF-STUDY

- TMM-011** Defining Concepts and Perspectives in Talent Management
- TMM-012** Elements of Strategy & Leadership in Talent Management
- TMM-013** Critical Focus Areas of Talent Management Practice
- TMM-014** International Talent Management Experiences & Insights
- TMM-015** Talent Leadership Capabilities
- TMM-016** Future of Work & Workforce

A business essay must be submitted for this stage which would be graded and included in the list of assessments influencing the certification award decision. An online certification test is also mandatory to take for participants after completing this stage.

STAGE TWO

Includes three exclusive Wharton online courses covering aspects of talent management leadership, people analytics, and socio-cultural dynamics affecting management of human capital in the 21st century. The stage should ideally be completed within three months after completion of Stage 1.

STAGE 2: WHARTON DIRECT ONLINE – LEARNING PART 1

- TWW-111** Global Trends for Business and Society
- TWW-112** Managing Social and Human Capital
- TWW-113** People Analytics

These courses on Wharton Direct are asynchronous, and are not delivered live. The sessions by Wharton professors and learning material etc., are stored in the cloud and Global Fellow participants are given exclusive access rights through private logins. This arrangement ensures that participants enjoy the convenience of studying the online modules any time they may desire. The online course-modules listed above have been included in the program after an extensive assessment of their utility for participants. However, TMI and Wharton may replace them with other courses in the interest of the quality of learning delivered by the program. All participants are informed sufficiently in advance about all such changes to help them plan their studies.

Cont...

TRANSFORMATIONAL LEARNING – THE COURSEWORK

STAGE THREE

Stage 3 is dedicated to the Wharton residential MasterClass-1, conducted by Wharton faculty on the Wharton campus. Covering 16 themes, the five-day MasterClass is designed to grow the professional capacity of participants to impact business and industry through Talent Management.

STAGE 3: THE WHARTON MASTERCLASS 1 (5-DAY PROGRAM)

- TWM-211 Building a Talent Management Mindset**
- TWM-212 Enhancing Social Capital Through Right Networks**
- TWM-214 Bridging HR and Business Strategy**
- TWM-215 The War for Talent**
- TWM-216 Managing Careers: Yours and Others**
- TWM-217 Building Effective Talent Systems**
- TWM-218 Effective Talent Acquisition**
- TWM-219 Negotiating Effectively to Manage Conflicts**
- TWM-220 Managing in a Matrix**
- TWM-221 Career Management & Succession Planning**
- TWM-222 Judgment and Decision Making: The Logic of Chance**
- TWM-223 Planning for Internal and External Staffing**
- TWM-224 Managing Talent Management**
- TWM-225 Enriching Talent & Human Capital in Organizations**
- TWM-226 Improving Retention Through Motivating Talent**
- TWM-227 Insights on Strategic Use-Cases of Talent Management in Business**

The themes listed above have made the program after an extensive assessment of their utility for participants in their careers. However, TMI and Wharton may replace them with other courses in the interest of the quality of learning we desire to deliver under the program. All participants are informed sufficiently in advance about all such changes to help them plan their studies

STAGE FOUR

The Case Project ideally should be completed within 30 days of the end of the Wharton residential MasterClass. The objective is to help participants study a real business problem involving talent management within their organization.

STAGE 4: CASE PROJECT

- TMM-017 Case Development Principles and Techniques**

TRANSFORMATIONAL LEARNING – THE COURSEWORK

STAGE FIVE

Includes two exclusive Wharton online courses delivered asynchronously covering aspects of business, strategy, and self-leadership. The stage should be completed through self-planned learning within weeks of completing the Case Project. The courses are delivered by Wharton experts.

STAGE 5: WHARTON DIRECT ONLINE – LEARNING PART 2

TWW-114 Deriving Competitive Advantage through Business Strategy

TWW-115 Inspiring Teams for Continuous Learning

These courses on Wharton Direct are asynchronous, and are not delivered live. The sessions by Wharton professors and learning material etc., are stored in the cloud and Global Fellow participants are given exclusive access rights through private logins. This arrangement ensures that participants enjoy the convenience of studying the online modules any time they may desire. The online course-modules listed above have been included in the program after an extensive assessment of their utility for participants. However, TMI and Wharton may replace them with other courses in the interest of the quality of learning delivered by the program. All participants are informed sufficiently in advance about all such changes to help them plan their studies.

STAGE SIX

This stage brings participants back to Wharton for the residential MasterClass-2, conducted by Wharton faculty covering 10 learning themes and a career management workshop.

STAGE 6: THE WHARTON MASTERCLASS 2 (4-DAY PROGRAM)

TWG-411 Deriving Competitive Advantage through Effective Talent Management

TWG-412 Stewarding Talent Brand Effectively for Stronger Customer Brands

TWG-413 Design Thinking, Organizational Transformation & Talent Management

TWG-414 CHRO Insights on Global Talent Management

TWG-415 Driving Market Leadership through Talent Management

TWG-416 Building Talent Management into Business Strategy

TWG-417 Global Trends & Leading Edge Practices in Talent Management

TWG-418 Role of Talent Management in Scaling-up Businesses

TWG-419 Fueling Innovation & Organizational Agility through Talent Management

TWG-420 Managing Leadership Careers in HR & Talent Management

These courses listed above have been included in the program after an extensive assessment of their utility for participants. However, TMI and Wharton may replace them with other courses in the interest of the quality of learning delivered by the program. All participants are informed sufficiently in advance about all such changes to help them plan their studies.

FOR MORE DETAILS, PLEASE EMAIL US AT GLOBALFELLOW@TMI.ORG

All learning stages and courses of the TMI-Wharton Global Fellow program include quizzes and mini-tests to help monitor learning progress. There are 10 special assessments that evaluate and measure development during the program and are used to qualify participants for the **Global Fellow of Talent Management** credential. All assessments during the Wharton residential MasterClasses are conducted by Wharton faculty, while those in the other four stages are done by TMI, including the Global Fellow Certification exam.

The assessments include three business essay assignments – one each for Stages 1, 2, and 5; four on-campus assessments during the Wharton MasterClass-1; one case-writing project; one assessment during the Wharton MasterClass-2; and the certification assessment at the end of Stage 1. This is a 60-minute, online certification test to be taken by every participant after completing the Stage 1 self-study program.

ASSESSMENTS

Details on scheduling and exam logistics shall be shared at the commencement of the program. Within 30 days of the conclusion of the MasterClass-1, a detailed, structured business case must be submitted that focuses on a critical business issue that can be resolved through talent management interventions studied during the program. For more details, write to us at globalfellow@tmi.org





APPLICATION

APPLICATION PROCESS

Application for the Global Fellow program can be made online on the Apply Now tab available at <https://www.tmi.org/tmi-wharton-programs/global-fellow-program-in-talent-management>

Please read the program details carefully. Applicants are NOT required to pay any fee at the time of submission of their application. The payment process begins only after an applicant has been selected for the program. Importantly, TMI-Wharton Associate Fellows will have an option to upgrade, and GTML™ certified professionals will directly pre-qualify for the Global Fellow Program under the TMI-Wharton Alumni Privileges facility, assuming they meet program candidacy norms. For clarification on the Global Fellow application process, please email us at globalfellow@tmi.org.

All Global Fellow applications are managed and evaluated by a special TMI-Wharton program management team, and the admission decisions made by the TMI-Wharton Admission Committee are final. Acceptance, selection, and admission decisions are not based on applicants' race, color, sexual orientation, gender identity, religion, age, national or ethnic origin, political beliefs, veteran status, or disability.

Applicants who qualify for admission, receive an assigned TMI-Wharton login to complete the admission-offer acceptance and fee-payment process. Once the fee is paid, applicants become participants of the Global Fellow program, and they are advised on the logistics of the program.

EDITION

2018

REGISTRATIONS ON NOW !

WHARTON MASTERCLASS-1
AUG 6 - AUG 10, 2018

WHARTON MASTERCLASS-2
DEC 5 - DEC 8, 2018

SELF-STUDY STAGE 1 COMMENCES
MAY 2018

STUDY TIME & EFFORT
6-8 HOURS/ WEEK OF
SELF-PACED ONLINE & TEXT-STUDY

FINAL APPLICATION DEADLINE
MAY 15, 2018

ADMISSION PROCESS

Applications for the Global Fellow program (GFP) can be made anytime throughout the year. Applicants qualifying for final admission are advised to complete all admission formalities as soon as they are accepted into the program, in order to join the program edition closest to the application date. Applicants who have completed their admission formalities, but are somehow unable to join a particular program edition, will be automatically offered a slot in the next program edition. Immediate completion of admission formalities upon receipt of the admission offer protects applicants from future fee-raises and confirms their slot in the GFP edition of their choice. Admission offers expire within three weeks of their release, and applicants who do not complete the admission process lose the chance to be considered for admissions to any of the GFP editions. To be considered again for admission, applicants must re-apply. The TMI-Wharton Global Fellow program typically hosts three editions in a year. The schedules of the Wharton MasterClasses for a GFP edition are released when program registration opens.

SELECTION PROCESS

Selection for admission into the TMI-Wharton Global Fellow program involves assessment of applications in two sequential stages. Candidacy Verification is the first stage in which applicants' educational and work backgrounds are verified against the prescribed Global Fellow candidacy norms. Only applicants meeting these candidacy norms are considered for the Profile Evaluation stage. Applicants passing this stage are offered admission into the GFP program and sent an email with further instructions on completing admission formalities. Applicants who have successfully completed the **TMI-Wharton Associate Fellow** program earn a direct technical qualification for admission into the **Global Fellow** program under the TMI Wharton Upgrade Facility, though the final admission decisions will entirely be vested at the discretion of the TMI-Wharton Admission Committee.

PRE-QUALIFICATION & QUALIFICATION NORMS

1. Applicants who have earned a direct **Pre-Qualification** under upgrade or equivalence facilities are exempt from the Candidacy Verification stage and move directly to Stage 2 of Profile Evaluation.
2. Applicants who have earned a direct **Qualification** under any upgrade or equivalence facilities can be directly considered for admissions as their profiles have already been assessed as admission-worthy.

TMI-WHARTON ALUMNI PRIVILEGES PROGRAM

Under the TMI-Wharton Alumni Privileges program, executives and leaders who have successfully completed the TMI-Wharton Associate Fellow program or those who are GTML™ certified by TMI enjoy special privileges in the TMI-Wharton Global Fellow Program. Applicants who are TMI-Wharton Associate Fellows qualify for direct admissions in the Global Fellow program, and are exempt from Stages 1, 2 and 3 of the Global Fellow program under the Alumni Privileges mode, and required to complete only Stages 4, 5 and 6. GTML™ certified applicants pre-qualify straight into the admission stage 2 (Profile Evaluation Stage) of the Global Fellow Program, skipping the candidacy approval stage. It should be noted that individuals completing both, the Global Fellow and Associate Fellow programs successfully, are permitted to retain only the Global Fellow designation/ qualification, and the Associate Fellow designation will automatically expire for such participants. However, the GTML™ certified professionals who successfully complete the Global Fellow program, are allowed to retain both GTML™ and the Global Fellow designations simultaneously.



FEE INFORMATION

The fee for the TMI-Wharton Global Fellow program for new applicants is USD \$23,250. It can be paid through credit/debit cards or electronic bank transfer. The MyPayments tab on the applicant's myTMI-Wharton dashboard carries detailed information about the amount and modes of payment. Wharton alumni and applicants with full-time academic or research positions in recognized universities and business schools receive a 10 percent fee waiver. The applicants already holding the Associate Fellow credential are required to pay a lower program fee which is the difference in the program cost of the Global Fellow Program minus fees already paid for Associate Fellow Program. Alumni Privileges policy is also applicable for GTML™ certified applicants, and they should check out their MyTMI dashboards for the special alumni fee offer. There are no other scholarships, fellowships, or grants awarded for this program.

This fee includes: Program Application & Tuition (Instruction) fees; cost (including shipping) of all Global Fellow learning resources (printed/offline/online); the Wharton program fee; accommodation and meals at Wharton for the duration of two programs; and all applicable international taxes.

This fee does not include: the cost of international or domestic air travel to and from Wharton; Airport transfer; Incidentals; out-of-pocket expenses and Travel and health insurance.

If you receive an offer of admission for an edition of the Global Fellow program, you will be required to complete the admission formalities by a prescribed deadline, beyond which, an unaccepted admission offer shall automatically expire. You can formally accept the admission offer and complete other formalities online by logging into your myTMI-Wharton dashboard as explained in the instructions sent via email. Upon accepting your offer, the program fee must be paid, which includes a non-refundable admission deposit of USD \$1,250, to secure your place in the program. This amount will be credited toward your program fee. The balance fee, if not paid in full, is billed immediately after your acceptance of the admission offer, and it must be paid by the prescribed deadline to complete admission formalities before beginning the program. Participants facing a challenge in completing their program due to personal reasons in a particular edition can request for a deferment to the next edition. This deferment will permit them to resume the program with participants of any of the future editions of the program, exactly from the stage where they paused in the last edition.

Currently, and until further notice, the fee can only be paid in U.S. dollars. Digital and cryptocurrencies are not accepted. Payment for company-sponsored participants can be done via electronic checks or wire transfers, and further information may be sought by writing to tmiwharton@credforce.com

VOLUNTARY WITHDRAWAL OF APPLICATION/ CANCELLATION OF REGISTRATION

Refunds against application-withdrawals or voluntary registration cancellations made by participants are processed as follows:

1. If participants make written requests for withdrawal from program or for cancellation of their program registration six weeks, or more, prior to the Start Date of the program, full refund of the fee paid will be made after deducting USD \$1250. Hence, if the Start Date of the program is April 26, 2018, withdrawal requests made only until March 15, or earlier shall qualify for refund under this rule.
2. Withdrawal or cancellation requests received within six weeks of the Start date of the program shall qualify only for a partial refund of 30% of the program fee paid. Hence, if the Start Date of the program is April 26, 2018, withdrawal requests made on March 16, or later shall qualify only for 30% refunds.
3. All refunds will be made into the accounts from which payment were made.



PLANNING TRAVEL

TRAVEL & VISAS

If you are traveling to Wharton from outside the United States, please note: Before selecting a program date, please read the new Visa, Passport, and International Travel Information below. This will help you plan time to apply for any updated documents you need to ensure smooth travel during your visit to the US.

As a result of increased security measures, travel to the US has changed for many visitors coming from overseas. To help you prepare for your trip to Wharton, please:

- Establish whether the country from which you are traveling participates in the Visa Waiver Program (VWP). There are less-restrictive US policies that apply specifically and only to these countries. The US Department of State maintains a complete list of eligible [VWP countries and guidelines](#).
- If you are traveling from a country that is not a member of the VWP, you'll want to review this information on [non-immigrant visas](#).
- In general, it is best to check with the US Embassy in your own city and/or country to make sure you have all the information and documents you need. This [list of all US Embassies](#) can be a starting point for identifying your contact.

If you have any questions at all, please email us at globalfellow@tmi.org and our official program managers at CredForce will be happy to help.

Travel Disclaimer: We suggest that you do not purchase restricted or non-refundable tickets for travel to a program. We assume no liability for penalties or fare increases should a program sell out or in the unlikely event that a program is cancelled or rescheduled for any reason.

GLOBAL FELLOW OF TALENT MANAGEMENT

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globalfellow@tmi.org

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TWO GLOBAL LEADERS BRING WORLD'S FINEST TALENT MANAGEMENT PROGRAMS FOR GLOBAL HR LEADERS



TMI is a world leader in Talent Management credentialing, and is widely credited for its contribution in developing Talent Management into a profession of critical significance for global industry and business. While TMI initiatives, standard-frameworks and body of knowledge spell the state-of-the-art in Talent Management today, TMI certifications for professionals and enterprise talent systems have become industry-leading qualifications demonstrating leadership and excellence in the thought and practice of Talent Management.



Founded in 1881 as the first collegiate business school, The Wharton School of the University of Pennsylvania is recognized globally for intellectual leadership and ongoing innovation across every major discipline of business education. With a broad global community and one of the most published business school faculties, Wharton creates economic and social value around the world. The School has 5,000 undergraduate, MBA, executive MBA, and doctoral students; more than 9,000 participants in executive education programs annually and a powerful alumni network of 96,000 graduates.

<https://www.tmi.org/tmi-wharton-programs>

TMI-WHARTON PROGRAMS

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TALENT MANAGEMENT INSTITUTE

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To apply, Visit www.tmi.org,
or scan this QR code.

APPLY NOW