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**Course Name**

# **Global Talent Management Leader (GTML™)**

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**Sector Name**

HR Strategy and Training

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## Global Talent Management Leader (GTML™)

### Course Introduction

The Global Talent Management Leader (GTML™) credential, offered by the Talent Management Institute, is a prestigious certification designed for senior HR and talent professionals ready to lead global talent strategies and drive organizational transformation. It equips participants with advanced frameworks, tools, and practices that align talent management with global business imperatives and prepare them for high-profile international leadership roles.

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## Global Talent Management Leader (GTML™)

### Target Audience

- ✓ Senior HR and Talent Management professionals who are ready or in the process of stepping into global HR/talent leadership roles.
- ✓ HR leaders from organizations with multicultural, multinational, or globally diverse workforce environments.
- ✓ Professionals seeking certification to validate their ability to lead enterprise-level, strategic talent functions.

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## Global Talent Management Leader (GTML™)

### Learning Objectives

- ✓ Understand and apply the TMI Universal Knowledge Framework and GTML body of knowledge for talent management in a global context.
- ✓ Develop strategic talent management plans that drive competitive advantage across diverse cultures and geographies.
- ✓ Lead global workforce planning, talent supply analysis, and high-potential / leadership development programs.
- ✓ Integrate modern trends into talent management practices.
- ✓ Demonstrate capability in assessing, engaging, measuring, and developing talent globally.
- ✓ Prepare effectively for the GTML™ exam and the responsibilities of global talent leadership roles.

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## Global Talent Management Leader (GTML™)

### Course Outline

#### ✓ DAY 01

##### **Defining Concepts & Strategic Talent Management**

- ✓ Overview of GTML™ Knowledge Framework & Key Dimensions
- ✓ Business imperatives for 21st-century Talent Management
- ✓ Talent Management ecosystem & value creation
- ✓ Talent-need analysis: forecasting supply/demand globally
- ✓ Competency assessment & global competency frameworks
- ✓ Strategic Talent Management: aligning TM with business strategy
- ✓ Building competitive advantage via integrated TM
- ✓ Sustainable talent development models
- ✓ Identifying, assessing high potentials & leadership pipeline
- ✓ Executive onboarding & global leadership development essentials

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### Course Outline

#### ✓ Day 02

##### **Critical Talent Management Practices**

- ✓ Performance management systems & ratings in global context
- ✓ Succession planning: tools, processes, and risk mitigation
- ✓ Talent engagement & retention across cultures
- ✓ Building functional and technical expertise
- ✓ Global talent supply: sourcing, bench strength, mobility
- ✓ Technology deployment in Talent Management (analytics, platforms)
- ✓ Measuring TM effectiveness & key metrics
- ✓ Challenges & practices in global TM (cross-border, regulation, equity)
- ✓ Mitigating bias and ensuring inclusion in all TM practices

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### Course Outline

#### ✓ Day 03

##### **Leadership, Strategy & International Experiences**

- ✓ Strategic mindset: decision making, thinking across boundaries
- ✓ Change readiness: agility, navigating disruption
- ✓ Global management skills: cultural intelligence, remote leadership
- ✓ Boardroom capabilities & influence
- ✓ Personal leadership philosophy & ethics in global TM
- ✓ Insights from international TM experiences & case studies
- ✓ Future-oriented topics: future of work, remote/hybrid, gig economy
- ✓ Talent & technology intersections: AI, learning tech, digital HR
- ✓ Talent management in mergers, acquisitions, global reorganizations
- ✓ Risk & challenges unique to global TM

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### Course Outline

#### ✓ Day 04

##### **Future Readiness & Transformational Trends**

- ✓ Work, workers, and workplaces of tomorrow
- ✓ Flexible work, hybrid, remote global teams
- ✓ Critical perspectives on management reduction & decentralization
- ✓ Integration of ESG, sustainability, and ethics in TM
- ✓ Agile talent planning & rapid re-skilling
- ✓ Digital upskilling, continuous learning ecosystems
- ✓ Disruptive HR tech and platforms
- ✓ Talent analytics: predictive, prescriptive, AI/ML
- ✓ Adapting to demographic, social, and economic shifts globally
- ✓ Fostering innovation, agility, and adaptability in TM programs

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### Course Outline

#### ✓ Day 05

##### **Application, Exam Prep & Leadership Execution**

- ✓ Developing a personal/global TM leadership action plan
- ✓ Managing stakeholder expectations & change management
- ✓ Ethics, credibility, and governance as a TM leader
- ✓ Preparing for continuing professional development post-certification
- ✓ Exam logistics: timelines, policies, candidate experience, what to expect
- ✓ Review: mapping content to GTML exam parts.
- ✓ Practice tests and question types.

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## Global Talent Management Leader (GTML™)

### Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Nov. 9, 2026	Nov. 13, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Aug. 30, 2026	Sept. 3, 2026	5 days	4250.00 \$	KSA , Riyadh
Jan. 11, 2027	Jan. 15, 2027	5 days	4250.00 \$	UAE , Dubai
April 6, 2026	April 10, 2026	5 days	4950.00 \$	Spain , Barcelona

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