

Your Trusted Learning Partner

GTML

Global Talent Management Leadership

 Registration Fees

 **ZAR75,000.00**

 **MWK10,500,000**
VAT Exclusive



**6TH-10TH
JULY 2026**

PRICES INCLUDE:

Training Materials
Meals and Refreshments During the Day
Airport Pickup and Drop-Off
Hotel Pickup and Drop-Off
Delegate Tablet
½ Tour to Tourist Attraction Sites

FEES EXCLUDE

Dinner and Accommodation

VENUE



SANDTON LODGE HOTEL
Corner 12th Avenue and River Road
RIVONIA (Edenburg on GPS)
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GLOBAL TALENT MANAGEMENT LEADER (GTML)

Global Talent Management Leader (GTML™) certification is the world's most prestigious qualification designed to accelerate the rise of mid-career HR and Talent Management professionals into heads of Global HR and Talent Management. Featuring learning materials from global knowledge leaders, and fleshed on the only global Talent Management knowledge standards, the GTML™ credential demonstrates with authority one's readiness to excel in the most challenging and high-profile international assignments and leadership roles in HR.

GTML™ program package includes leading-edge learning materials in the art and science of Talent Management and focuses on how business results can be driven and optimized by instituting a multi-cultural talent management approach and mindset throughout organizations that are globally diversified or employ a multi-cultural workforce. Furthermore, GTML™ certified professionals qualify directly for the selective Talent Management Institute (TMI) Associate Fellow program in Talent Management.

The journey of acquiring the GTML™ credential is packed with stimulating learning in the art and science of Talent Management in a global context. The GTML™ learning program includes a collection of insightful learning material on advanced techniques, frameworks and tools to be practiced and deployed for effectively driving business through Talent Management. The GTML™ journey also provides an organized and accelerated path of preparation for heading the Talent Management/ HR function within a global organization.

Global Talent Management combines strategic business insights, talent consciousness, cross functional perspectives, and technology to deliver long-term advantages and market-leadership opportunities to companies. A GTML™ certified professional proves the best choice for roles required to help drive business and long-term competitiveness through geographically and culturally diverse talent.

COVERAGE OF GTML™ EXAMS

Generally, the questions appearing in the exams aim to check and validate examinees' awareness and knowledge of the general frameworks of Talent Management, key practices and trends in 21st century Talent Management, and critical issues, challenges and opportunities in the discipline today. Talent Management Institute (TMI) exams, in keeping with the TMI Universal Knowledge Framework, steer clear of general Human Resource Management topics and stay focused on Talent Management. Examinees are expected to already be knowledgeable of Human Resources to prepare them for a more in-depth course in Talent Management.

The Course is delivered physically by Pan African Learning and Growth Network under the accreditation of the Talent Management Institute (TMI). TMI certification exams feature questions drawn from a wide selection of Talent Management areas, a knowledge in which the TMI body of knowledge defines as essential-to-have for individuals intending to be recognized and credentialed by TMI. The framework or scope of content and coverage of TMI exams is defined reasonably well by the TMI text prescribed for the GTML™ exam-takers – The Talent Management Handbook for Practitioners, Talentastic! and Talent & the Future of Work. More specifically, the following topics have been prescribed by the TMI Professional Certification Board in which the knowledge of examinees is tested:

THE CANDIDACY TRACKS: WAYS TO BECOME A GTML™

There are SIX convenient tracks covering senior HR professionals from diverse backgrounds and experiences to earn a GTML™! Please visit [Global Talent Management Leader \(GTML™\) Certification - TMI](#) for more details

KNOWLEDGE DIMENSIONS COVERED

PART A: Defining Concepts & Perspectives in Talent Management

Consists of questions from five mandatory knowledge dimensions including management, business and Talent Management imperatives of the 21st century, the Talent Management ecosystem, talent- need analysis, and talent competence assessment frameworks for organizations.

PART B: Elements of Strategy & Leadership in Talent Management

Consists of questions from 10 mandatory knowledge dimensions including Strategic Talent Management, building competitive advantage through integrated Talent Management, sustainable talent development, talent pipeline building, executive onboarding, identifying and assessing high potential talent, developing leadership talent, and managing leadership talent pools.

PART C: Critical Focus Areas of Talent Management Practice

Consists of questions from eight mandatory knowledge dimensions sweeping across areas like Talent engagement, building functional expertise, managing and measuring Talent Management effectiveness, global Talent Management, talent supplies in global organizations, succession planning, performance management, and technology deployment in Talent Management.

PART D: International Talent Management Experiences & Insights

Consists of insights, experiences, and cases focused on talent development, integrated Talent Management, talent practices, Talent Management adoption, and boardroom view of Talent Management in some of the world's most enduring business corporations. It also covers CHRO perspectives on Talent Management as well as perspectives on critical research issues and the future of Talent Management practice.

PART E: Talent Leadership Capabilities

Consists of questions from 11 mandatory knowledge dimensions covering aspects like strategic mindset, decision making, thinking and analytics, growth, global management skills, change readiness, personal leadership philosophy, boardroom capabilities, and thought leadership.

PART F: Future Readiness

Includes 21st-century work trends and insights, organizations of today, work and workers of tomorrow, organizations of tomorrow, integration of technology in Talent Management, adaptation for future work, work flexibility and critical perspectives on the declining need of managers in some of the world's most enduring global business organizations.

GTML™: YOUR PATHWAY TO GLOBAL TALENT MANAGEMENT EXCELLENCE

The GTML™ program has been meticulously designed to meet the evolving needs of today's talent management professionals. Featuring an enriched curriculum crafted by world-renowned knowledge leaders, GTML™ offers self-paced, flexible learning pathways that align with your career goals and accommodate your professional schedule. GTML™ includes three distinct components to maximize your learning journey without demanding extensive time away from your work.

The first component provides a comprehensive framework that equips you to use Talent Management as a strategic business tool, extending your influence beyond HR. Through the cornerstone text, *Talent Management: The TMI Handbook for Practitioners*, you'll gain deep insights into the principles and practices that underpin effective talent strategies.

In the second component, you'll explore essential shifts shaping the 21st-century workplace through transformative resources like #Talentastic! and *Talent & The Future of Work*. These resources help you broaden your perspective, preparing you to tackle leadership challenges with a holistic view of workforce dynamics and global talent demands.

The third component relaunches this year with exclusive, high-impact live seminars led by industry experts, HR leaders, and TMI Fellows. These revitalized sessions will dive deeper into essential topics like agile talent planning, competitive acquisition strategies, accelerated talent development, and succession management, offering cutting-edge insights and rigorously updated content to reflect the latest trends. Recordings of these expert-led seminars will be accessible on your myTMI dashboard, allowing for flexible engagement with the material.

GTML™ is more than a program—it's a dynamic, evolving conversation on the future of talent management. Driven by a commitment to continuous innovation, GTML™ stays ahead of industry standards, equipping Global Talent Management Leaders with the insights and skills they need to thrive in a rapidly changing landscape.

GTML™ - YOUR BIG FIRST STEP TOWARDS BECOMING A TMI FELLOW OF TALENT MANAGEMENT

Your GTML™ credential earns you a direct pre-qualification into the world's most prestigious and selective Associate Fellow program in Talent Management for HR leaders.

Notably, this program gives you an opportunity to learn the state-of-the-art through world-class content and courses including on-site residential Masterclass conducted in leading b-school campuses. Designed to help you transform into a high-impact leader, the Associate Fellow of Talent Management becomes the ultimate qualification to have for a rising leader in HR and Talent Management.

The Talent Management Institute (TMI) Associate Fellow Program selects from among the world's leading rising HR professionals. Under the Alumni Privileges Program, your GTML™ credential earns you an exemption from the candidacy verification stage – and places you directly into the stage for final admission consideration. There is also a lower, special alumni fee after you acquire the GTML™ credential.



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