

# Marc Effron

## President

The Talent Strategy Group



Marc helps the world's biggest brands and most successful companies elevate the quality and impact of their talent. He leads transformational projects globally in industries ranging from pharmaceuticals to consumer products to technology. As the founder and President of the Talent Strategy Group, he leads the firm's global consulting, education, executive search and publishing businesses.

Marc co-authored the Harvard Business Review Publishing best-selling book *One Page Talent Management*, often called the "talent management bible." Companies worldwide apply its discipline of science-based simplicity, accountability and transparency. His upcoming book *8 Steps to High Performance* will be published by Harvard Business Review in July 2018.

Marc co-founded the Talent Management Institute at the University of North Carolina's Kenan-Flagler Business School. It has become the world's most popular executive education program on talent management with more than 3,000 graduates.

Marc publishes *Talent Quarterly* magazine which he founded in 2013 to help executives make smarter decisions about how to manage talent.

Prior to forming The Talent Strategy Group, Marc served as VP, Talent Management for Avon Products and led Global Leadership Consulting Practice for Aon Hewitt. He was also SVP, Leadership Development for Bank of America and a Congressional Staff Assistant.

Marc is a sought-after speaker on talent management and leadership topics by both corporations and conferences. He is widely quoted on talent issues in the business media and has been recognized as one of the Top 100 Influencers in HR.

Marc founded and leads the New Talent Management Network, a non-profit HR networking and research organization that is now the world's largest talent management organization with more than 3,000 members.

Marc earned a M.B.A. from the Yale University School of Management and a B.A. in Political Science from the University of Washington.