

Access to Experts



Marc Effron , Author, *One Page Talent Management* and , President, The Talent Strategy Group

Mr. Effron helps companies build better talent, faster. Mr. Effron helps the world's largest and most successful companies improve the quality and depth of their talent. His consulting work focuses on creating effective talent strategies and detailed talent management process designs, all using the One Page Talent Management approach—Simplicity, Accountability and Transparency. With deep consulting and corporate talent management experience, Mr. Effron provides a highly practical, broadly informed perspective to his clients. Mr. Effron's recent clients have included American Express, Advanced Micro Devices, BNP Paribas, Deutsche Bank, Fidelity Investments, MasterCard and more. He has served as Vice President, Global Talent Management for Avon Products, and started and led the Global Leadership Consulting Practice at consultancy Hewitt Associates. Mr. Effron was also Senior Vice President, Leadership Development for Bank of America. He previously served as a political consultant and a staff assistant to a United States Congressman. Mr. Effron recently wrote *One Page Talent Management: Eliminating Complexity, Adding Value* (Harvard Business Press, 2010) with co-author Miriam Ort, which was a #1 best selling HR book on Amazon.com. He also co-authored *Leading the Way*, co-edited *Human Resources in the 21st Century* and has written chapters in eight management and leadership books. He is a regular columnist for *Talent Management* magazine and the Chinese-language *HR Value* magazine. Mr. Effron 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. He earned a M.B.A. from the Yale University School of Management and a B.A. degree in Political Science from the University of Washington. In 2007, Mr. Effron founded 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 2,400 members.

Contact [Carol Courter](mailto:courter@conferenceboard.org), Manager, Corporate Communications, +1 212 339 0232, courter@conferenceboard.org

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