

# TALENT MANAGEMENT ACCELERATOR



Get up-to-speed with the changing world of talent, skills and career development.

**CBS**  
EXECUTIVE  
FONDEN

**WINTER  
SCHOOL**

# CBS EXECUTIVE WINTER SCHOOL 2026

## CENTRAL THEMES

- New landscape of talent, skills and career development
- Speed of change – why standing still is not an option
- Skills-based organisations and developing a skills-based mindset
- Exploring career types, stages and paths
- Getting beyond 'vertical' – unlocking horizontal and in-role development opportunities
- Being a talent 'scout' in the digital age
- Developing a Talent Management strategy and aligning it with strategic workforce planning and organisational development.

*CBS Executive forbeholder sig ret til at foretage ændringer*

## COURSE INSTRUCTORS



**Emma Parry**  
Professor of Human  
Resource Management  
(HRM) and  
Head of the Changing  
World of Work  
Group at Cranfield  
University, UK

Emma Parry is a recognised expert in HRM, particularly in relation to the impact of the changing external context on work, the workplace and the workforce. Emma was named in the Most Influential HR Thinkers by HR Magazine in 2022 and has worked with a range of organisations across the private, public and not-for-profit sectors to help them to take a more evidence-based approach to considering the future of work.

Emma is a Fellow of the British Academy of Management and Academy of Social Sciences, Academic Fellow of the Chartered Institute of Personnel and Development (CIPD) and an Honorary Fellow of the Institute for Employment Studies. She is currently the Chair of the British Academy of Management and Editor in Chief of the International Journal of Human Resource Management. Emma has authored or edited several books in the areas of HRM and the changing world of work and has published numerous academic papers and practice focused articles in these areas.



**Morven McLean**  
Head of Global Leadership  
and Talent  
Development at Arla

Morven McLean's career spans two ambitious decades across leadership, talent development, and learning. Her international experience includes roles in large global organisations and smaller enterprises; fostering a love of learning and encouraging people to reach their full potential.

Morven has extensive expertise in innovation, entrepreneurship, cross-cultural management, and L&D; and is known for daring to design bold and highly original solutions to complex organisational problems. At Arla, she focuses on delivering leadership development strategies that align with the company's growth and transformation goals. As a teacher and facilitator, Morven has close ties with leading business schools and corporate education providers including Duke, Copenhagen Business School, IE Business School, Ecole nationale des Ponts et Chaussées, Warwick Business School, Nazarbayev Business School, University College London (UCL), Strathclyde University.

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## INTRODUCTION

Talent Management is increasingly important due to rapidly changing skills needs and employee demands. In the 2020 HBR article 'How the Best Managers Identify and Develop Talent,' Chamorro-Premuzic & Kirschner state that one of the most over-looked people management skills is talent management. Similarly, in the WEF Future of Jobs Report 2023, the authors call out 'Talent Management' as one of the top 10 skills 'increasing in importance'.

Inspiration will stem from both research-driven insights plus practices in global organisations. You will be inspired to transform your talent development and leadership practices and be challenged on your general understanding of the talent landscape.

The course is also designed to encourage connection and community building! Take advantage of opportunities to engage with likeminded peers in our beautiful campus at Frederiksberg including a dinner between Day 1 and Day 2.

## KEY BENEFITS

Mixing both practitioner-led and academic thought-leadership, this 2-day workshop is designed to upskill HR and people development professionals on Talent Management.

Highly interactive sessions will provide a space and place to dive into:

- The rate of change driven by evolving employee demands and skills needs
- The language (and jargon) around skills, career development, and talent
- A mix of career development formulas that support different career stages and paths
- Embracing a skills-based mindset; taking an agile approach to skills development and managing talent.

Importantly, you will also gain the insights and experiences of likeminded peers in other organisations.

## PARTICIPANT PROFILE

This program is designed for HR and people development professionals with a passion for developing and growing their people.



# PRACTICAL INFORMATION

## TEACHING STYLE

The teaching is based on a combination of lectures, presentations, exercises and group work ect. This allows you to explore and work with your own business context. In addition, you will experience a rich source of inspirational sharing of experience among the participants.

## PREPARATION

Before the start of the course, participants will get access to the course web portal, where relevant articles, material, assignments, and case studies will be found. The material is in English.

## ABOUT CBS EXECUTIVE WINTER SCHOOL

Every winter CBS Executive Winter School offers several intensive courses covering both traditional and cutting-edge business school subjects. The courses run over 2-5 days with research-based theory being converted into practical tools and methods.

Focus is on active participation, dialogue and sparring with the other participants, as well as on inspiration and perspectivation from highly engaging faculty, teaching at a high academic level. No examination will take place.

A typical participant is an experienced employee with a medium or long secondary education. Participants are typically managers, leaders or specialists across all professions and will be able to include and process own professional challenges and experiences throughout the course.

### DATES AND TIME

20-21 January 2026

Tuesday - Wednesday from 09:00 - 16:30  
incl. dinner after Tuesday

### LOCATION

CBS Campus - Porcelænshaven Frederiksberg

### DIPLOMA

All participants receive a digital diploma through active participation every day

### PRICE

DKK 13.500,- excluding VAT (25%). Included in the price is 2 course days and catering as well as online access to articles and materials

### REGISTRATION

Deadline for registration is 15 November 2025.  
Register at [cbs-executive.dk](https://cbs-executive.dk)

### CONTACT INFORMATION

Program Manager Maria Alsted Stuhr  
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