



business school
ARTEM

Track
presentation

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Talent Management in Organisations



TMO: Training Objectives

This track aims at training management students in:

- **analysing and diagnosing organisational problems;**
- **building workable and coherent solutions with key stakeholders;**
- **implementing actions and managing change.**

Talent Management in Organisations Track

Leading **projects**, **building teams**, **developing** and implementing **strategic change** projects, and developing **human resource management practices** and **policy** require an in-depth understanding of how organisations behave and challenges managers face when managing people in an ever-evolving business environment. This track seeks to address these challenges through a global understanding of the organisation and the need to manage talent.

By understanding the issues facing organisations, adapting internal practices and policies to meet external constraints and opportunities, you will learn to develop and put in place actions to support and achieve organisational development. In this track, you will discover that **managing organisations and human talent requires responsible action, via creative and rational initiatives.**

TMO Track: Target Student Public

The TMO track is for you, if you are interested in:

- ✓ **Leading projects**
 - ✓ **Coordinating and working in teams**
 - ✓ **Developing effective communication and work systems**
 - ✓ **Managing people and dealing with people issues in general**
 - ✓ **Acquiring a global understanding of how organisations function and competences organisations need to carry out their strategy**
- and ... improving your English!**

TMO : Overview

2A

HR Administration and Labour Law (30 hrs.)

- job descriptions, recruitment, pay, French and European labour legislation, collective agreements, etc. with Professor Krista Finstad-Milion

Advanced Organisational Behaviour (30 hrs.)

- organisational behaviour, organisational culture, stakeholder management, job design, flexible jobs, digitisation and HRM etc. with Professor Jean-François Stich

Talent Management (30 hrs.)

- identifying, attracting, integrating, developing, learning with, rewarding, and evaluating talent with Professor Krista Finstad-Milion

Experience year (optional)

Studies in a foreign partner business school-university and/or Internship(s) in France and/or in a foreign country

3A

Organisational Restructuring (30 hrs.)

- HRM of outsourcing, mergers, alliances, downsizing, rightsizing, etc. With Professor Wendelin Kuëpers

The Dark Side of HRM (30 hrs.)

- office politics, conflict management, discrimination, stress management, absenteeism, work pathologies, etc. with Professor Krista Finstad-Milion

Sustainable HRM (20 hrs.)

- employability, sustainable competences, keeping jobs during times of crisis, emerging “green” jobs etc. with Professor Krista Finstad-Milion

HR Auditing (20 hrs.)

- HR Strategy and auditing, HR reporting and KPIs with Professor Antonio Abrantes

TMO: Motivations and Job Perspectives

Gap Year and End of Study Internships in France and abroad

- HR Project Assistant (diversity awareness, event management, International training, etc.)
- Junior in Organisational Consulting
- Assistant in Recruitment
- Assistant in HR Administration
- Assistant in Internal HR Auditing

Professional Objectives in France and abroad

- Project Management (Diversity policy design and implementation, International management development programmes, etc.)
- Organisation Consulting
- Recruitment
- HR Planning
- Training and Development
- Human Resource Research
- Talent Management
- Administration
- Internal HR Audit
- Knowledge Management



TMO: Double degrees

Master 2 DSRH ISAM-IAE Nancy / ICN Business School or other Master 2 programmes allowing for a French double degree (ex. Labour Law degree)

See foreign partner school information for other double degrees possible.

TMO: Individual Motivations and Job Perspectives Case of Agathe Simon

« This track is rich and varied: It allows to better understand the business environment and incite students to question business ethics, and diversity including intercultural issues. From an organisational point of view, this track helps us to better conceptualise internal operations as well as organisational strategies through management processes. This track was very useful for strengthening my profession project as I wanted to work in the field of social performance in the micro finance sector. »



Agathe Simon

Final year dissertation subject : *Gender training's contribution to developing microfinance support staff's awareness: opportunities and limitations The case of HUMO & Partners-Tajikistan*

Graduate work: Crédit Agricole in Paris in diversity policy implementation, Paul in Lille in human resource management, South America NGO work

TMO: Individual Motivations and Job Perspectives Case of Emmanuel Perot

« When I entered ICN through “admission parallèle” I already had work experience in HR so the TMO track was a natural choice. The HR courses gave me a global understanding of the different dimensions of HR and jobs in the field. The diversity of student profiles, human size of classes, and availability of professors gave way to real interactivity.

It was especially the internships that offered me the possibility of HR training. I carried out my gap year in a recruitment agency in Nancy and in Barcelona for a final year internship in recruitment. The ADICN and different job fairs help fully benefit from ICN’s rich professional networks. »



Emmanuel Perot

Final year dissertation subject : *Le CV anonyme comme réponse aux discriminations de genre lors de recrutement*

Currently employed full-time in Spain working in an international recruitment agency.

TMO: Individual Motivations and Job Perspectives Case of Mathieu Pierson

« After a semester of studies in Canada and my first courses in Human Resources, the TMO track was the obvious choice to pursue in this direction.

The first year at ICN was a general introduction allowing a global discovery of organisations, however the second year was for me a real opportunity to specialize in HR. It was a rich track for working in groups and interacting with interesting guest speakers fostering open-mindedness which is important in the HR field.

The subjects treated were diverse and required a real capacity for adaptation as well as a curiosity for the reality of the working world, as demonstrated by the topic of my final dissertation in the public works sector: “Reducing the demanding nature of work”. »



Mathieu Pierson

Final year dissertation subject: La Pénibilité du Travail: Origines et Enjeux pour les Entreprises de Travaux Publics

Currently working full-time in the Lorraine as « Responsable Formation » for Colas Est

TMO: Individual Motivations and Job Perspectives Case of Caroline Carnus

« The Talent Management in Organisations track helped me build my professional project, when I didn't know in which field I would like to work when I started at ICN. The quality of courses in TMO allowed me to develop my growing interest for the HR world, reinforced by my internship experiences.

In addition I benefited from excellent accompaniment from my academic tutor: we maintained contact throughout my schooling at ICN, right up to the writing of my final dissertation on retaining talent in Hong Kong in the banking sector. My tutor's advice and encouragements helped me greatly when making study choices (especially with regards to partner universities) as well as professional choices. I would recommend the TMO track at ICN without any hesitation! »



Caroline Carnus

Final year dissertation subject : *How can organisations in the financial sector in Hong Kong face the chronic lack of top talent?*

Was Recruitment Manager in Hong Kong, is currently employed as Organisational Development Coordinator at Kantar, London



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CREATIVE THINKING MAKES THE DIFFERENCE*

*La créativité fait la différence