Explore Talent Management

The Talent Management track focuses on organizational excellence by hiring, training, rewarding, and retaining an organization’s people. Effective talent managers provide competitive advantage by developing talent: people who excel not only in job related skills, but in collaborative and innovative capabilities. Talent Management track majors will learn the knowledge and skills for entry-level human resource positions and will have a strong basis from which to take the Society for Human Resources Management (SHRM) Assurance of Learning exam.

Management students who are planning careers in business, government, or non-profits and wish to earn their undergraduate degree in talent management are strongly encouraged to take substantial course work outside of the required courses, such as information systems and CESR.

To learn more about the academic requirements for this area of emphasis please visit the Leeds Talent Management Track website.

Description of the Field

After completing the Talent Management track, students find opportunities as Human Resources generalists, Human Resources Specialists, Recruiters, Trainers, Management-Trainees, and many other interesting and rewarding careers.

Top Hiring Industries

Many industries hire employees with talent management backgrounds including:

- Automotive
- Consulting
- Consumer Products
- Education
- Entertainment/Leisure
- Government
- Financial Services
- Food and Beverage
- Healthcare
- IT and IT Services
- Real Estate

Top Hiring Companies

- DaVita
- Denver Health
- Hunter Douglas
- Marriott International
- Oracle
- Ross Stores
- SolidFire
- Target
- Teach for America
- Toyota
- USAA
Emphasis Guide: Talent Management

Prepare for Your Internship or Job Search

Online Resources:
- Resume Template for Talent Management Students
- Resume Examples for Talent Management Students
- How to Write a Cover Letter
- Cover Letter Examples for Talent Management Students

Helpful Resources:
- Society for Human Resources Management (SHRM) (www.SHRM.org)
- Boulder Area Human Resources Association (BAHRA) (www.bahra.org)
- HR Certification: Assurance of Learning Exam (offered through SHRM for seniors and new graduates)

Recruiting Schedule:
While some companies recruit for talent management positions in the fall of senior year, the majority focus their hiring efforts during spring semester. Internships during the summer before senior year or during senior year can potentially turn into full-time offers.

In this highly technical era, students wanting to be marketable in talent management need to demonstrate a keen ability to manage information and utilize CRMs for workforce analytics. Proficiency with Excel is a must. Students with strong interpersonal skills who want to build relationships are a good fit for this field.

Organizations to Join

Professional:
- Society for Human Resources Management (SHRM)
- Boulder Area Human Resource Association (BAHRA)

On-Campus:
- Join Leeds’ SHRM chapter (CU-SHRM)
- Attend Career Fairs
- Apply for a Career Trek
- Talk with faculty about your career goals
- Attend all info sessions/tabling events with recruiters
- Meet with your academic and career advisors to make sure you are on track