

Talent Management Emphasis Guide

Career Guide

EXPLORE The Talent Management track focuses on organizational excellence by hiring, training, rewarding, and retaining an organization's people. People excel in job-related skills and in collaborative and innovative capabilities. Those in the Talent Management track will learn the knowledge and skills for entry-level human resource positions, talent acquisition, training and development, 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 the required courses, such as information systems and CESR.

Industry Overview

After completing the Talent Management track, students find opportunities as Human Resources Generalist/Coordinator, Recruiter, Training & Development, Management-Trainee, and many other interesting and rewarding careers.



Recruiting Timeline

► Fall Semester

Some companies will begin recruitment in the fall for internships and jobs; however, the main focus of recruitment is the spring for internships and full-time positions.

► Spring Semester

Recruiting begins in January and will run throughout the semester for both summer internships and full-time positions upon graduation.

Top Hiring Industries

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

Additional Tips

Organizations to Join

- Society for Human Resources Management
- Boulder Area HR Association

Events & Networking

- Attend Career Fairs
- Attend Meet & Greet/Office Hours with employers

Course Electives Employers Notice

- Business Analytics
- Critical Leadership Skills
- Excel Courses

Resources

Resume and Cover Letter Templates at leeds.ly/CareerRoundup
Make an appointment with your Industry Coach today at leeds.ly/careeradviser
Stay up to date on jobs and events at leeds.ly/Handshake

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Academic Guide

REQUIRED COURSES



ORGN 4300:

Leading Diverse and Inclusive Organizations



ORGN 4020:

Hiring and Retaining Critical Human Resources



ORGN 4040:

Individual, Team, and Organizational Development

CHOOSE TWO ELECTIVES

ORGN 3010: Negotiation and Conflict Management

ORGN 4010: Redefining the Employee-Employer Relationship

ORGN 3025: Essential Management Skills

ORGN 4030: Managing Employee Reward Systems

REQUIRED SENIOR CAPSTONE



BAIM 4065:

Leadership in a Digital Age

QUICK REMINDERS

- ▶ The Talent Management track requires a total of **18 credit hours**, or **6 courses** and can be completed in **3 semesters**.
- ▶ Students must complete all **BCOR** and **BASE** classes to enroll in any Area of Emphasis classes.
- ▶ All courses are **3 credit hours** unless otherwise noted.



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