

**Title: “A practical implementation of a talent profile into an honours programme curriculum.”**

**Abstract**

We have established an profile describing characteristics and competencies most distinguishing of highly talented international business professionals, the HTIBP , consisting of five domains: (1) Achieving Results; (2) Communicating; (3) Innovating; (4) Self-Reflecting; and (5) Seeing patterns and Interrelationships, and a subdivision of these domains into 16 items.

Our conceptual profile, visualizing what highly talented international business professionals are, is helpful for educators to improve talent programs as well as for the business community and will help to establish an answer to the following research question:

How can the pedagogy in talent programmes be adapted to best prepare talented students to become *highly talented* international business professionals?

The HTIB starts to be measured in the talent programme intake procedure. After that it forms the basis of the students’ goal orientation, and various assessment criteria. The profile is continually and individually reviewed and reflected upon throughout their three year talent programme. Finally, as part of the graduation assessment from the talent programme students, must be able to can actively demonstrate 75% of the characteristics from the profile.

We have seen a strong correlation with the implementation of the HTIB profile and the students’ development in the competency areas. By creating links between real working projects and active learning goals we are finding students’ development in these areas is excellent and they are internalising, and demonstrating behaviours shown by highly talented international business professionals.