



# Training and Development Solutions

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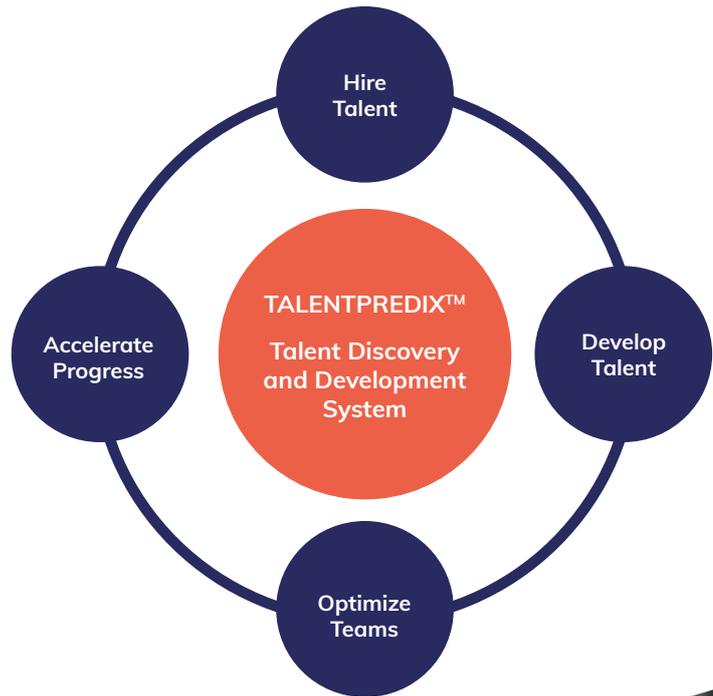
We help employers and people to thrive by enabling them to make better choices throughout the employee life cycle.

Find out more: [talentpredix.com](http://talentpredix.com)

# 1. About TalentPredix™

We are shaping the future of talent assessment and development for a fast-changing world.

Our purpose is to provide insightful talent assessments and empowering development solutions that enable people and organizations to thrive, achieve breakthrough results and create a more positive future for all.



# Why choose us?

**1**

## **We help people stand out, express their uniqueness and be at their best**

We help you discover, develop, and optimize the unique and diverse talents of individuals, teams, and your entire workforce. This brings out the best in your people and enables them to achieve their potential and greater fulfillment at work.

**2**

## **We empower people to overcome performance limiters and weaknesses by thinking differently**

By raising people's awareness of their weaker areas and overused talents (i.e., when talents are used too much or in excess) and empowering them to use creative techniques to tackle these potential limiters, we unlock positive change.

**3**

## **Our solutions are backed by the latest behavioural science**

All our solutions are backed by the latest behavioural science. We are committed to ongoing research in partnership with our clients in order to deliver value-adding insights, product innovation and ongoing improvements.

**4**

## **We co-create solutions that meet your unique requirements**

Drawing on the collective talents, energy, and ideas of our partnerships, we co-create, deliver, and evaluate training and development solutions for your organization that deliver lasting value and exceptional employee experiences.

**5**

## **Our solutions are flexible, cost-effective and practical**

Our solutions are highly flexible and cost-effective. You can choose where and how you want your people to learn. Our learning modalities include hybrid, fully online and in-person options. All programs are highly interactive, practical, and incorporate plenty of real-world application.

# 3. TalentPredix™ Practitioner Training

## TalentPredix™ Practitioner Certification

**Become qualified in TalentPredix™ to empower people to find meaningful work, optimize their development and improve their overall employee experience.**

Once qualified, you will be able to effectively use and debrief the TalentPredix™ assessment to hire, develop, engage, and mobilize talented people and teams.

### What you'll learn

- ✓ Learn about the Talent Success Equation™, the essential factors that drive excellence at work and how to empower people to unlock their best self.
- ✓ Explore the science behind TalentPredix™ and how it can be used to improve outcomes across many HR areas, including hiring, people development, teambuilding and change management.
- ✓ Become proficient in interpreting the TalentPredix™ profile and using it to bring about positive change.
- ✓ Discover your own talents, career drivers and values to boost your effectiveness, confidence, and relationships.

### What's included

- ✓ A personalized TalentPredix™ certificate.
- ✓ Your TalentPredix™ assessment plus two additional assessments for practice after the training.
- ✓ License granting you access to the TalentPredix™ platform enabling you to self-manage and control your assessment projects.
- ✓ Discounts on TalentPredix™ profiles and products.
- ✓ Membership of our exclusive TalentPredix™ Practitioners Network.

There are two ways to get trained:

#### Online public program

- Get trained to use the TalentPredix™ system with a diverse group of participants from different organizations going through the same training.
- Learning takes around 10 hours, including pre-work, a 6-hour online workshop, and follow-up practice.

**£649 per person**

excl. VAT (20%). Early bird discounts may be available.

#### In-company customized program

- Comprises a group of up to 15 people from your organization experiencing the training together.
- Learning takes around 12 hours, including pre-work, a full day workshop delivered online or in-person, follow-up practice and an online group learning review.

**£749 per person**

excl. VAT (20%). Plus any travel costs if the program is in-person.

## 4. Training for Leaders and Managers

To navigate disruptive forces and a fast-changing world, leaders and managers require the mindset, capabilities, and tools to perform at their best, overcome complex challenges and seize emerging opportunities.

All programs are highly practical, interactive and emphasize real-world application. Most courses are around 4 hours and delivery can be online or in-person. Ideal class sizes are 10-15 participants, however, in-person training for smaller or larger groups can be accommodated on request.

To support ongoing learning, sessions can be topped up with optional coaching, peer co-development and follow-up booster or mastery sessions.

### Talent Discovery Interviews

**Poor interview practice causes significant problems for organizations, including increased hiring costs, inappropriate hires and reputational damage arising from poor candidate experiences.**

The program will help you to improve hiring and interview outcomes, as well as offering a better all-round candidate experience. You will learn how to gain a deeper insight into candidates' talents, motivations and fit using the latest behavioural science and our proprietary talent discovery interview process.

#### What you'll learn

- ✓ Understanding the Talent Success Equation™ and how this can help attract and hire game-changing talent
- ✓ Designing interview questions that provide deeper insights into candidates' talents, potential limiters and fit, as well as what they add to the team and company culture
- ✓ Measuring learning agility, a critical quality for any role
- ✓ Ensuring fairness and equity in your hiring and interview practices
- ✓ Practising applying our proprietary PEARL Interview™ process
- ✓ Dealing with challenging interview situations

#### What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning

#### Who's it for

- ✓ Hiring Managers
- ✓ Recruiters

#### Price

**£500 per person**

excl. VAT (20%). Minimum of 4 participants

## Empowering Performance Conversations

Performance conversations are still overwhelmingly backwards looking, deficit-based and one-way.

During the program you will learn how to conduct empowering performance conversations that are more positive, prospective, and partnership-based, enabling employees to optimize their talents and perform at their best.

You will also learn how to become better at diagnosing blockers to high performance and ways to skilfully tackle underperformance and disengagement.

### What you'll learn

- ✓ Exploring the manager's role in creating the conditions for trust and high performance
- ✓ Framing performance conversations to be more positive, prospective, and partnership-based
- ✓ Apply techniques and tools to accelerate high performance and exceptional employee experiences
- ✓ Diagnosing blockers to high performance and tackling underperformance and disengagement
- ✓ Using feedback and feedforward to improve self-awareness and motivate positive change
- ✓ Practising empowering performance conversations

### What's included

- ✓ TalentPredix<sup>TM</sup> Assessment
- ✓ Workbook
- ✓ Tools to embed learning

### Who's it for

- ✓ Team Leaders
- ✓ Recruiters

#### Price

**£500 per person**

excl. VAT (20%). Minimum of 4 participants

Studies show that empowering performance conversations **significantly improve** employees' development and performance.

# 5. Training for All Employees

Our training and development programs for all employees are designed to help employees discover and optimize their talents and standout differences to accelerate performance improvement, career success and overall wellbeing.

All programs are highly practical, interactive and emphasize real-world application. Most courses are around 4 hours and delivery can be online or in-person. Ideal class sizes are 10-15 participants, however, in-person training for smaller or larger groups can be accommodated on request.

To support ongoing learning, sessions can be topped up with optional coaching, peer co-development and follow-up booster or mastery sessions.

## Discovering and Optimizing Your Talents

**This program will enable you to gain a deeper understanding of your unique talents, and how you can apply them most effectively to achieve your performance and career goals.**

You will also build awareness of your performance limiters and explore ways to manage and tackle these, so they don't undermine your effectiveness.

### What you'll learn

- ✓ Understanding factors that enable and hinder effective performance
- ✓ Discovering your unique talents using TalentPredix™
- ✓ Learning how to apply and optimize your talents to thrive and succeed
- ✓ Diagnosing blockers to high performance and tackling underperformance and disengagement
- ✓ How to use your talents to improve your relationships, results and resilience
- ✓ Reducing performance limiters, including how to mitigate using talents in excess or ineffectively
- ✓ Mapping your talent and performance accelerators

### What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning

### Who's it for

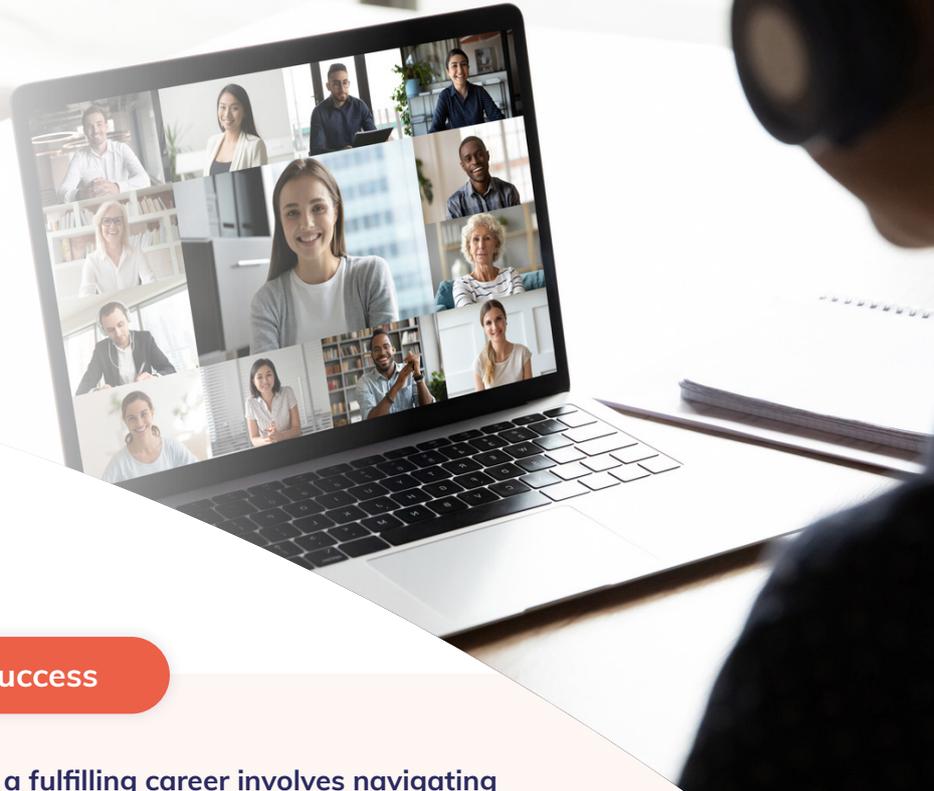
- ✓ Employees wanting to accelerate their development and performance

#### Price

**£450 per person**

excl. VAT (20%). Minimum of 4 participants

In a fast-changing world career opportunities will be plentiful. By investing in your career development you will be better prepared to seize them.



## Supercharging Your Career Success

**For most people today, achieving a fulfilling career involves navigating multiple career moves, integrating demanding personal and work goals and adapting to a fast-changing world of work.**

During this program you will learn how to supercharge your career success, ensuring you stand out, stretch beyond your comfort zone to achieve your career best and attain higher levels of fulfilment.

### What you'll learn

- ✓ Aligning your career with your purpose, talents, and values
- ✓ Leveraging your talents, career drivers and values to help you succeed
- ✓ Exploring career challenges, including what to do when you're feeling stuck, disengaged or undervalued
- ✓ Building a "career advisory board" to help you succeed
- ✓ Understanding career agility to ensure you adapt to the fast-changing world of work
- ✓ Creating a development plan to translate learning into positive change and improved outcomes

### What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning

### Who's it for

- ✓ Employees looking to supercharge their career success

#### Price

**£450 per person**

excl. VAT (20%). Minimum of 4 participants

# 6. Leadership and Talent Coaching

Our leadership and talent coaching unlocks a thriving learning culture where people take greater ownership for their growth, performance, and wellbeing. This improves their overall results, relationships, and resilience in times of great change.

Our transformative coaching improves the mindset, skills and effectiveness of leaders and key talent, unlocking their potential and better business outcomes. Our coaches also prepare their coaching clients to navigate fast-moving environments and build fitness to overcome future challenges.

## Assessment Debriefs and Coaching

**Many clients don't have the time to coach people who are doing a TalentPredix™ assessment.**

With our managed TalentPredix™ coaching services, you can outsource this work to our team of expert coaches. As well as saving you time, this ensures your people get the benefit of a great coaching experience.

### Our Approach

Our coaching provides a confidential and safe space for coaching clients to explore ways to strengthen their effectiveness, adapt to change and achieve their full potential.



#### Discovery

- ✓ Coach matching, selection and contracting
- ✓ Clarifying goals and expectations with coaching client and company
- ✓ Assessment/profiling
- ✓ Optional 360-degree feedback process



#### Coaching Sessions

- ✓ Series of coaching sessions (face to face or virtual)
- ✓ Follow-up actions to embed learning
- ✓ Access to tools and resources



#### Review of Progress

- ✓ Review of progress with coaching client and company
- ✓ Progress report with recommendations

All our coaches have advanced coaching qualifications and excellent business experience, having worked with some of the world's most innovative and successful businesses. We are also able to support projects across multiple sectors, geographies and cultures.

#### Price

Coaching fees depend on the specific nature of the assignment, including the number and duration of sessions. Contact us for more details and to get a quote.



**Our purpose** is to empower people to find meaningful work and support their ongoing growth so they can achieve their full potential and thrive.

To advance our purpose, **we pledge** part of the proceeds from the sale of each TalentPredix™ profile to help unemployed people discover their talents and present their best self in job searches.



**Find out more:** [talentpredix.com](https://talentpredix.com)

**Contact us:**

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[www.talentpredix.com](http://www.talentpredix.com)

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