



Training and Development Solutions

2022-23 Brochure

talentpredix.com

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We help people achieve
peak performance, thrive
in their careers and accelerate
learning and transformation.

Find out more: talentpredix.com

1. About TalentPredix™

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

Our team of business psychologists and talent experts apply behavioural science expertise to identify, develop and optimize exceptional talent and build thriving workplaces.





Why choose us?

- 1 We help people discover and develop their strengths and potential**

By helping people discover, develop, and optimize their diverse strengths and potential, we bring out the best in your people and enable them to thrive at work.
- 2 We empower people to overcome performance limiters and weaker areas**

We raise people's awareness of behaviours that may limit their performance and relationships and empower them to find creative ways to tackle these limiters and weaker areas.
- 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 to deliver customer service excellence, product innovation and continuous improvement.
- 4 We develop and future-proof your in-house capabilities**

Many consultants don't equip you with in-house capabilities and skills to sustain positive change. We provide train-the-trainer programs and support to ensure your team has the capabilities and self-sufficiency you require after the project has been completed.
- 5 Our solutions are flexible, cost-effective and practical**

Our solutions are flexible and cost-effective, enabling you to choose where and how you want your people to learn. Learning can be delivered using hybrid, online, and in-person options. All our programs are highly practical, and incorporate plenty of real-world application.

Ideal for:

HR, Talent, and L&D professionals,
recruiters, management consultants,
managers and team leaders, coaches
and career counsellors.

3. TalentPredix™ Practitioner Training

TalentPredix™ Strengths Practitioner Certification

Become a qualified TalentPredix™ strengths practitioner and empower people to optimize their strengths, performance and career success.

You'll learn how to:

- ✓ Use TalentPredix™ to identify your people's **unique strengths, motivations, and values** so they can be matched with roles, projects and career opportunities that bring out the best in them.
- ✓ Help your people **develop and optimize their strengths** to accelerate their success, engagement, and career growth.
- ✓ Identify the root causes of performance and motivation problems and **help your people overcome risks and behaviours that limit performance**.
- ✓ **Enhance your impact as a coach** by developing strengths-based coaching skills, techniques, and your own distinctive coaching style.
- ✓ **Network and learn** from like-minded people/HR professionals and coaches.

What's included

- ✓ **Lifetime access** to use the TalentPredix™ online assessment system
- ✓ Your TalentPredix™ profile plus **two complimentary assessments** for practice
- ✓ **Discounts** on TalentPredix™ profiles and products
- ✓ A **personalized TalentPredix™ Practitioner Certificate**
- ✓ Membership of the **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.
- Total learning time is 12 hours, including pre-work, a 7-hour online workshop, and follow-up practice.

£649 per person

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

In-company customized program

- Request an in-company program for 5-15 participants in your organization.
- Total learning time is 14 hours, including pre-work, a 7-hour workshop delivered online or in-person, and follow-up practice.

£749 per person

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

4. Training & Development for Leaders and Managers

To navigate change and uncertainty, leaders and managers require the mindset, capabilities, and tools to lead effectively, empower their people and produce great results.

All our programs are highly practical, interactive and focus on real-world application. Delivery can be online, in-person or hybrid. Ideal cohort sizes are 5-15 participants, however, smaller or larger groups can be accommodated on request.

To support and sustain learning, we offer coaching, peer co-development and follow-up masterclasses.

Strengths-based Interviewer Skills Training (Group Workshop)

Recruiting talented people is key to the success of any business. Poor hiring decisions cost money, waste time and resources and damage the reputation of the organization.

This program will help you to become a better interviewer, enabling you to select people with the right strengths, skills and motivational fit to perform effectively.

You'll learn how to:

- ✓ Compile high quality job descriptions that clarify expectations, outcomes and what it takes to excel in the role.
- ✓ Develop rigorous selection criteria to objectively select and evaluate people.
- ✓ Deliver a professional interview to identify people with the strengths, capabilities, and motivational fit to achieve great results and contribute to the team's diversity.
- ✓ Practice active listening, questioning and probing techniques.
- ✓ Discover how to tackle unconscious bias and ensure fairness in the way you interview and evaluate others.
- ✓ Through role play practice, apply the PEARL Interview™ process to deliver high quality interviews and identify game-changing talent.
- ✓ Deal with challenging interview questions and situations.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning and conduct strengths-based interviews

Who's it for

- ✓ Hiring Managers
- ✓ Recruiters
- ✓ HR professionals

Duration and delivery mode

- ✓ 5 hours, online or in-person

Price

£550 per person

excl. VAT (20%). Minimum of 5 participants

Empowering Performance Conversations (Group Workshop)

Empowering performance conversations are a manager's primary tool to unlock higher levels of performance, motivation, and trust. Yet many performance conversations are still one-way, deficit-based and demotivating.

During the program you will learn how to conduct empowering performance conversations that harness people's strengths, motivations, and full potential.

You'll learn how to:

- ✓ Exploring the manager's role in creating the conditions for high performance and motivation.
- ✓ Set goals and expectations that are clear and aligned with the person's strengths, motivations, and potential.
- ✓ Stretch people in positive ways beyond their comfort zone to accelerate performance and career growth.
- ✓ Diagnose weaknesses and performance limiters and guide employees to overcome these more effectively.
- ✓ Give constructive feedback to improve self-awareness and motivate lasting change.
- ✓ Through role play, practice dealing with underperformance situations.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning and conduct empowering conversations

Who's it for

- ✓ Team Leaders
- ✓ Recruiters
- ✓ HR professionals

Duration and delivery mode

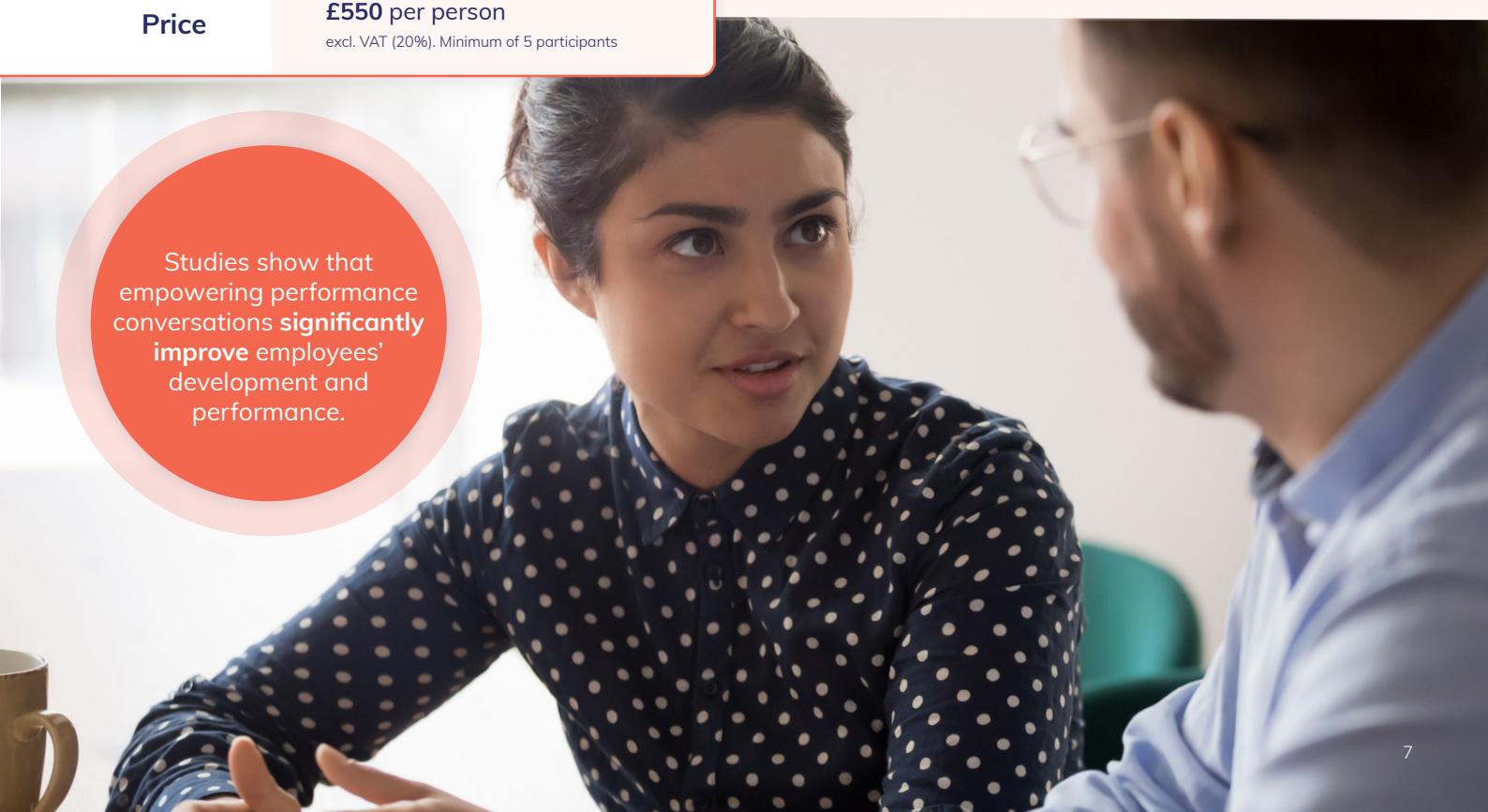
- ✓ 5 hours, online or in-person

Price

£550 per person

excl. VAT (20%). Minimum of 5 participants

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



"What I found most useful about the session was that it's highly usable in daily working situations and that you can expect good outcomes"

Manager, Internet of Things Company

TALENTPREDIX™

Exceptional talent. Thriving workplaces.



The Manager as Career Coach (Group Workshop)

Ongoing career development and learning are increasingly important to attract, retain and advance talented employees. Managers have a key role to play in supporting people's ongoing development and career progress, ensuring their strengths and potential are optimized.

This program will help you to become an effective career coach and guide, enabling you to help others produce great results and thrive in their careers.

You'll learn how to:

- ✓ Create conditions where people are empowered and equipped to thrive in their careers.
- ✓ Inspire people to discover and optimize their strengths, skills, and potential.
- ✓ Promote learning agility, growth, and positive stretch.
- ✓ Facilitate powerful career & development conversations.
- ✓ Empower employees to take ownership of their development and growth.
- ✓ Deal with challenging career and development questions and situations.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Workbook
- ✓ Tools to embed learning and support career conversations

Who's it for

- ✓ Team Leaders
- ✓ Recruiters
- ✓ HR professionals

Duration and delivery mode

- ✓ 4.5 hours, online or in-person

Price

£450 per person

excl. VAT (20%). Minimum of 5 participants

5. Training & Development for All Employees

Our training and development programs for employees will help people optimize their strengths, produce great results and upskill for the future.

All our programs are highly practical, interactive and focus on real-world application. Delivery can be online, in-person or hybrid. Ideal cohort sizes are 5-15 participants, however, smaller or larger groups can be accommodated on request.

To support and sustain learning, we offer coaching, peer co-development and follow-up masterclasses.

Accelerate Your Strengths and Success™ (1-1 Coaching Session)

The best performing employees who thrive in their careers build a powerful personal operating system based on their distinctive strengths and purpose. This involves becoming self-aware, setting stretch goals, building in-demand skills, and developing self-mastery.

After completing a TalentPredix™ assessment, you will experience a personalized 2-hour online coaching session with an expert talent coach who will help you understand and apply your profile. The coaching will enable you to optimize your strengths, performance and career success.

You'll learn how to:

- ✓ Apply and build on your natural talents to unlock your strengths and full potential.
- ✓ Align your work more meaningfully to your purpose, strengths, and motivations.
- ✓ Overcome weaknesses and limiting behaviours, including overused talents and self-limiting beliefs.
- ✓ Stretch beyond your comfort zone to accelerate your success and achieve your career goals.
- ✓ Clarify career goals and development opportunities aligned with your strengths, motivations, and potential.
- ✓ Develop self-mastery habits to enable you to thrive at work and beyond.

Price

£400 per person

excl. VAT (20%). Discount of 10% available for groups of 10 or more employees.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Tools to embed learning

Who's it for

- ✓ All employees

Duration and delivery mode

- ✓ 2 hours, online

This coach-led program can be adapted for groups and delivered as an interactive online or in-person workshop for 5-15 employees. Contact us to find out more.



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

"It was useful to understand my strengths and potential pitfalls when overusing them, I haven't considered this before and it hasn't been covered during similar exercises I've done in the past."

Ramon, Customer Success

Thriving in Your Career (Group Workshop)

Achieving high levels of success and thriving in your career involves navigating multiple career moves, balancing 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 perform at your best and thrive in your career.

You'll learn how to:

- ✓ Discover and optimize your unique strengths, career motivations and values to accelerate your development and career success.
- ✓ Explore alternative development pathways and build agility to take advantage of fast-changing circumstances.
- ✓ Stretch beyond your comfort zone to accelerate your success and achieve your career goals
- ✓ Curate your own learning roadmap to boost your capabilities and self-mastery.
- ✓ Compile a focused and high-quality personal development plan to achieve your goals.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Tools to embed learning and guide your career

Who's it for

- ✓ All employees

Duration and delivery mode

- ✓ 4.5 hours, online or in-person

Price

£450 per person

excl. VAT (20%). Minimum of 5 participants

6. Team Development & Effectiveness

Peak Teams™: Empower teams to achieve peak performance

Peak performing teams are essential to overcome today's complex problems, produce exceptional results and navigate a fast-changing business environment.

Regardless of whether they are co-located, virtual, or remote, effective teams need a shared purpose, strong alignment, a supportive climate, and the adaptive capacity to thrive in volatile times.

Combining our TalentPredix™ assessment with our proprietary Peak Teams™ methodology, we enable teams to deliver sustainable success, ownership, adaptability, and resilience.

All our team programs and workshops are customized to the client's specific requirements and team's development stage. However, a typical program involves:

- ✓ Conducting a TalentPredix™ individual and team assessment to identify team member strengths, motivations, and values.
- ✓ Helping the team improve six vital attributes of Peak Teams™: an inspiring purpose, mutual trust, guiding principles, mindful relationships, delivery excellence and adaptive learning.
- ✓ Aligning and clarifying roles and critical team processes.
- ✓ Improving the team's ability to adapt, learn and build resilience.
- ✓ Ensuring the team has a SMART development roadmap so it can achieve ongoing performance improvement and build a cohesive, inclusive team culture.

Note that our proprietary Peak Teams™ development framework can be substituted with Lencioni's Five Behaviours® if this is preferred by the client.

What's included

- ✓ TalentPredix™ Assessment
- ✓ Tools to accelerate team collaboration and performance

Who's it for

- ✓ All teams, including project and product teams

Duration and delivery mode

- ✓ Program durations depend on the client's brief and goals
- ✓ Delivery is flexible and can be online, in-person or hybrid.

Price

Prices vary by team size, level, delivery mode, and duration. Please contact us for more information.

Other team solutions we offer:

- Team coaching
- Assessing and developing team leaders
- Supporting teams that are re-organizing, merging, or disbanding

7. Talent Coaching

Our leadership and talent coaching unlocks the strengths and potential of key people by ensuring they have the capabilities, motivation and learning agility to produce great results and thrive in their careers.

Types of coaching we offer include:

- Onboarding and transition coaching for leaders
- Coaching for high potentials and future leaders
- Strengths-based career coaching for individuals and teams
- Coaching skills training for managers and team leaders
- Team coaching

Coaching on the TalentPredix™ Strengths Profile

Some clients don't have the time to coach people who have completed a TalentPredix™ assessment.

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

Our Approach

Our coaching provides a confidential and safe space for clients to explore ways to produce better results, improve relationships, navigate change, and achieve their full potential.



Discovery

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



Coaching Sessions

- ✓ Series of coaching sessions (in-person, virtual or hybrid)
- ✓ Follow-up actions and support to embed learning
- ✓ Access to tools and resources



Review of Progress

- ✓ Regular check-ins with client and company sponsor/s to review progress
- ✓ 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 can support projects across multiple sectors, geographies, and cultures.

Price

Fees depend on the specific coaching requirements.
Contact us for more details and a quote.



Our purpose is to unleash exceptional talent and thriving workplaces.

To advance our purpose, **we pledge** part of the proceeds from the sale of each TalentPredix™ profile to help disadvantaged job seekers gain equal access to job opportunities.

Find out more: talentpredix.com



Contact us:

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www.talentpredix.com