

TalentPredix™ Advanced Strengths Coaching Program

Program Overview

An immersive coaching certification for coaches, HR professionals and L&D practitioners who want to **master strengths-based coaching and development** using TalentPredix™ tools and methodology. The program enhances your ability to deliver transformational coaching that builds **performance, meaningful change, and growth**.

Format: 1-day in-person (or live virtual) workshop + 3-hour follow-up anchoring webinar.

Audience: Certified coaches, trainers, HR professionals, and L&D practitioners looking to put positive psychology and strengths coaching at the heart of their coaching and development practice.

Program Objectives

- ∞ Deepen understanding of the TalentPredix™ strengths and 360 model
- ∞ Enhance coaching impact through practical strengths coaching tools and advanced techniques
- ∞ Empower clients to create sustainable development plans aligned with their purpose, talents, motivators and values
- ∞ Build your personalized strengths coaching model and plan to grow your practice with the support and insights of your peers.

What You'll Walk Away With

Advanced Strengths Coaching Certification

Recognized credential to showcase your expertise and credibility as a practitioner.

Strengths Coaching Playbook

A comprehensive collection of tools, templates, and worksheets to guide impactful coaching conversations.

Strengths & Values Card Deck

A practical resource for client exercises, team sessions, and self-reflection work.

Ongoing Access to the Strengths Coaching Community

Join a dynamic network of peers and experts for continued support, learning, and idea-sharing.

Access to Strengths Coaching Supervision (additional fee applies)

Stay sharp with expert-led supervision and coach support.



One-Day Workshop: (09:00AM – 05:00PM)

Session 1: Principles and Practices of Strengths Coaching (1.5 hours)

- Explore the foundations of **positive psychology** and the science behind **strengths-based coaching**
- Understand the **core principles and essential skills** of effective strengths coaching
- Learn how to apply strengths coaching **across the talent lifecycle**, from recruitment to development and retention

Session 2: Unlocking Deeper Strengths Awareness (1.5 hours)

- Understanding **dynamic strengths use and adaptation**: optimal, overused, and underused
- Using TalentPredix™ profiles to **explore strengths, values, and motivators** in depth
- Live demo: **strengths-focused coaching conversations**

Lunch Break (45 minutes)

Session 3: Coaching with 360 Feedback (1.5 hours)

- Making **360 feedback** constructive and empowering
- Techniques to **navigate tough or conflicting feedback**
- Practice: interpreting **TalentPredix™ 360 insights** in coaching

Session 4: Turning Insight into Success (1.5 hours)

- Creating **strengths-based growth and development plans**
- Coaching for **ownership, resilience, and self-mastery** practices
- Tools for **tracking progress** and sustaining momentum
- **Peer coaching**: Building your growth plan to advance your strengths coaching practice

Virtual Follow-Up Session (09:00AM – 12:00PM, 6 weeks later)

Objectives:

Share coaching
experiences and
challenges

Deepen application
of tools and
techniques

Refine coaching
approaches through
feedback and case
studies

Agenda:

- Group reflection and Q&A
- Present progress with strengths coaching growth plan
- Case discussion (submitted by participants)
- Final integration: aligning strengths with business and personal goals