

Annual Talent & Leadership Development Plans

Stronger People, Stronger Results

We partner with you to deliver end-to-end talent and leadership development, from assessment and design through to delivery and measurable business impact.

Scalable annual packages delivering up to 40% cost savings.



Unlock the full potential of your workforce

In a world defined by constant change and uncertainty, success depends on leaders and employees who learn fast, adapt quickly, and consistently bring their best to work.

Our Annual Talent & Leadership Development Plans give you a complete, strengths-based framework to build those capabilities across every level of your organization. Each plan gives you access to a ready-made L&D team of experts who help you assess, develop, engage and retain key talent and leaders - supporting business growth while saving significant time, cost and effort.

You'll gain everything you need to build a high-performing, agile and resilient workforce with the strengths, capabilities and motivation required for lasting growth and transformation.

This is not traditional training. It is a strategic partnership designed to deliver measurable talent and leadership impact and long-term advantage.



Why a strengths-based approach?

Traditional one-off training and ad-hoc workplace assessments rarely create lasting change. Our Strengths-based Talent & Leadership Development Plans embed a strengths-based culture that fuels exceptional performance, growth, and organizational resilience.

Decades of research show that strengths-based HR strategies drive measurable results, including:

20%
better performance
in new hires

30%
lower turnover

15%
higher engagement

20%
higher
profitability

By unlocking what people do best and building the capabilities and confidence to grow, we help organizations create a future-ready workforce that is engaged, empowered and consistently delivers exceptional results.

Want to see the impact in action?

Watch how clients like LVMH, Iconic Hotels, and Samsara are creating thriving workplaces with TalentPredix™.

WATCH HOW



Deloitte.



LVMH
MOËT HENNESSY, LOUIS VUITTON



hagergroup

MARC JACOBS

Xpedition



samsara



YorkshireWater



Iceland



**UNIVERSITY OF
LEICESTER**

**NOVACYT
GROUP**

Pentland



ella FORUMS

Why TalentPredix?

TalentPredix combines cutting-edge talent assessment with deep global expertise in talent and leadership development to help organizations unlock the full potential of their people and leaders. Our strengths-based, data-driven approach delivers clear, actionable insight into what drives peak performance, enabling targeted development aligned with business strategy and goals.

Trusted by leading organizations worldwide, the TalentPredix™ assessment system blends advanced behavioural science with practical tools to deliver measurable results. These insights provide a strong foundation for effective learning, leadership development and organizational transformation - driving stronger people and stronger performance.

Science-based	Grounded in the latest behavioural science and backed by decades of evidence, TalentPredix™ accurately measures strengths, motivators and values - the underlying drivers of potential, peak performance and engagement.
Performance-enhancing	Unlike traditional personality profiles, TalentPredix™ delivers actionable insights that translate into measurable improvements in performance, engagement and talent outcomes.
Integrated & scalable	Designed to grow with your business, TalentPredix™ supports development at the individual, team and organizational level, scaling easily as your needs evolve and expand.
Inclusive & fair	TalentPredix™ goes well beyond generic profiling to surface unique strengths and potential, enabling more equitable, inclusive and evidence-based talent decisions.

With deep global, cross-industry expertise in talent and leadership assessment and development, our consultants, trainers and coaches help you turn insight into action -building confident leaders, inclusive teams and a workforce ready to grow, innovate and adapt through flexible, scalable annual L&D plans and dedicated expert support.



What are the benefits?



Transform Talent & Leadership into Competitive Advantage

- Understand workforce strengths, motivations, potential and capability needs to focus development where it matters most.
- Create strengths-based capability development plans that accelerate growth for leaders and employees.
- Develop the capabilities that transform talent into a competitive advantage and drive performance.



Empower Leadership and Team Excellence

- Develop leaders who accelerate performance, engagement and transformation.
- Strengthen feedback and accountability with 360 insights and development tools.
- Build inclusive, resilient and agile teams that deliver exceptional results.



Enable Continuous Learning and Growth

- Equip managers with the skills and insight to coach, manage and delegate effectively.
- Embed continuous learning and development at every level of the organization.
- Promote a growth mindset that accelerates innovation and human-AI readiness.



Flexible, Scalable Plans That Evolve with Your Business

- Choose a plan aligned with your goals and growth priorities.
- Scale easily by adding expert consultants, assessment tools and advanced analytics as your needs evolve.
- Benefit from ongoing expert support, strategic guidance and tailored reporting throughout the partnership.



Plans at a glance

	Starter	Scale-up	Elevate
Discovery & Planning	<ul style="list-style-type: none"> Discovery session and needs analysis Talent & Leadership Development Strategy 	<ul style="list-style-type: none"> Discovery session and needs analysis Workplace culture review Talent & Leadership Development Strategy 	<ul style="list-style-type: none"> Discovery session and needs analysis Workplace culture review Talent & Leadership Development Strategy 3 days of advisory support on talent and leadership strategy
Assess	<ul style="list-style-type: none"> 50 TalentPredix™ Standard (Self-Assessment) Profiles 5 TalentPredix™ Team Profiles Workforce strengths and skills mapping 	<ul style="list-style-type: none"> 100 TalentPredix™ Standard (Self-Assessment) Profiles 50 TalentPredix™ 360 Add-on Profiles 10 TalentPredix™ Team Profiles Workforce strengths and skills mapping 	<ul style="list-style-type: none"> 200 TalentPredix™ Standard (Self-Assessment) Profiles 100 TalentPredix™ 360 Add-on Profiles 20 TalentPredix™ Team Profiles Workforce strengths and skills mapping
Develop	<ul style="list-style-type: none"> Executive Team Strategy & Effectiveness Working Session 2 x Career Development Workshops (0.5 day) 2 x Manager as Performance Multiplier and Coach Choice of 4 half-day training workshops from our <i>Essential Performance Skills Series</i> (wide selection of topics for managers and/or employees) 	<ul style="list-style-type: none"> Executive Team Strategy & Effectiveness Working Session 3 x Peak Performance Team Workshops 4 x Career Development Workshops (0.5 day) 4 x Manager as Performance Multiplier and Coach Choice of 10 half-day training workshops from our <i>Essential Performance Skills Series</i> (wide selection of topics for managers and/or employees) 	<ul style="list-style-type: none"> Executive Team Strategy & Effectiveness Working Session 5 x Peak Performance Team Workshops 8 x Career Development Workshops (0.5 day) 6 x Manager as Performance Multiplier and Coach Choice of 15 half-day training workshops from our <i>Essential Performance Skills Series</i> (wide selection of topics for managers and/or employees)
Sustain	<ul style="list-style-type: none"> 10 coaching sessions (90 min each) for leaders or key talent, allocated as you see fit. Access to self-guided learning resources and tools. 	<ul style="list-style-type: none"> 20 coaching sessions (90 min each) for leaders or key talent, allocated as you see fit. Access to self-guided learning resources and tools. 	<ul style="list-style-type: none"> 30 coaching sessions (90 min each) for leaders or key talent, allocated as you see fit. Access to self-guided learning resources and tools.
Measure & Improve	<ul style="list-style-type: none"> Annual <i>Thriving at Work Survey</i> with quarterly reviews and recommendations Ongoing measurement and reporting of the value and impact of training, coaching and development 	<ul style="list-style-type: none"> Bi-annual <i>Thriving at Work Survey</i> with quarterly reviews and recommendations Ongoing measurement and reporting of the value and impact of training, coaching and development 	<ul style="list-style-type: none"> Bi-annual <i>Thriving at Work Survey</i> with quarterly reviews and recommendations Ongoing measurement and reporting of the value and impact of training, coaching and development
Investment (excl. VAT and expenses)	£3,750 per month (minimum 12-month contract)	£7,500 per month (minimum 12-month contract)	£12,000 per month (minimum 12-month contract)



How will this support our business strategy?

Everything is anchored to your business priorities. We start by understanding where you are going and what success looks like, then focus talent and leadership activity on the capabilities, behaviours and decisions that will make the biggest difference to delivery.

What is included?

Each plan includes:

- **A tailored talent & leadership strategy based on a thorough discovery process**, including a workplace culture review for premium plans, to identify organizational goals, capability gaps and priority focus areas.
- **A business-aligned, next-generation talent and leadership assessment system** that identifies strengths and potential, supporting higher engagement, stronger performance and better people decisions as you grow.
- **Executive Team Strategy and Effectiveness Working Session** that helps the executive team align around strategy, clarify priorities and apply their collective strengths to deliver results.
- **Team effectiveness workshops** that build future-ready teams by harnessing diverse strengths, strengthening resilience, and embedding the behaviours that drive high performance.
- **Targeted, science-based training and development solutions** - delivered through modern, interactive learning approaches - equip leaders, managers and employees with the mindsets, capabilities and tools to perform, adapt and thrive.
- **Expert talent & leadership advisory and regular updates** ensure your plans remain aligned with changing business priorities, emerging challenges and evolving business realities.
- **A comprehensive evaluation process to measure return on investment** across capability development, behaviour change, workplace thriving and overall business performance.



What is the minimum contract duration?

To deliver meaningful, sustainable results, our plans are structured as **12-month partnerships**. This allows us to work with you across the full cycle - from discovery and development to implementation and measurable impact. A 12-month contract also enables us to spread your annual investment evenly throughout the year, making the program more cost-effective and easier to manage from a cash-flow perspective. This approach ensures you receive maximum value while maintaining financial flexibility.

Can plans be topped up?

Absolutely. If you need additional profiles, programs, consulting, or coaching support, you can easily add these to your plan at any time. All plan holders receive a special 15% discount on our assessment profiles, training, and coaching rates, ensuring you always get exceptional value.



Which skill-building programs are available?

Our **Essential Performance Skills Series** includes a broad range of core capability workshops for managers and employees. Popular topics include:

For Managers

- Creating and Sustaining Peak-Performance Teams
- Critical Thinking for High-Quality Decisions
- Situational Leadership: Adjusting Your Style for Better Results
- Making Better Decisions with Confidence
- Mastering Delegation
- The Art of Giving and Receiving Feedback
- Leading Teams in Times of Constant Change
- Essential Strategic Tools for Managers
- Impactful Performance Conversations
- Influencing Positively Without Authority
- Managing Tough Conversations: Tackling Underperformance
- Effective Interview Skills for Hiring Success

For All Employees

- Building Resilience and Adaptability
- Self-Mastery Skills for Career Success
- Creative Problem-Solving and Design Thinking
- Effective Communication and Positive Influence
- Collaboration and Teamwork Essentials
- Emotional Intelligence at Work
- Managing Your Time, Energy and Personal Productivity
- Thriving Through Change and Uncertainty

Our programs are very different from traditional training. Learning is practical, strengths-based and applied to real work. Teams and individuals work on current challenges, with support and follow-up to ensure learning translates into better decisions, stronger performance and day-to-day impact.

If there's a training program you need that isn't already available, just let us know - we'll build it for you. Our wide network of learning designers and experts enables us to deliver customized content with ease.



What is the extent of customization?

A defined level of customization is included to ensure relevance to your strategy, context and priorities. This typically covers tailoring content, examples and focus areas. Any additional or more extensive customisation beyond this scope can be provided by agreement and may incur additional fees.

Who needs to be involved, and how are people selected?

Participation is based on business need. We work with you to identify where focus will have the greatest impact - whether that is senior teams, key talent, or specific functions - rather than taking a one-size-fits-all approach.

How will this fit with what we already have?

We build on existing initiatives rather than duplicate them. Where tools, frameworks or programs already exist, we align with them to create coherence and reduce complexity.

How is the impact of plans measured?

We measure what matters to your organization: impact and value creation. That includes changes in team effectiveness, decision quality, internal talent mobility and succession, engagement and performance outcomes, not just training participation or satisfaction. Progress is reviewed regularly so we can adjust and focus effort where it has the greatest impact for your business.

How much internal effort will be required from HR and senior management?

We minimize the time required from HR and senior leaders. We manage the design, facilitation and analysis, working closely with a small number of nominated stakeholders to ensure alignment, relevance and continuous refinement.



Ready to build a thriving, high-performing workplace?

Book a call to explore how TalentPredix[™] Annual Talent & Leadership Development Plans can help your organization transform performance and engagement.

Using strengths-based approaches and the latest psychological science, we help organizations **unlock potential, passion and peak performance** so people can **grow, thrive and adapt**.

