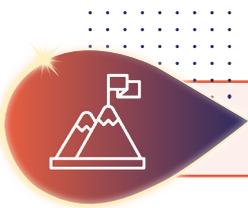


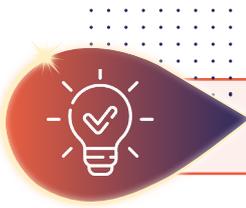


Cultivating Career Development Excellence at the University of Leicester



The Challenge

Founded in 1921, the University of Leicester which marked its centenary by celebrating the 100 years of change it had traversed, now faces one of its gravest challenges. The educational landscape is changing at an unprecedented pace, and competition for talented, proactive and dedicated academic and professional service staff has never been more intense. In order to identify where and how the University could address these challenges, including how best to retain and nurture its rich and diverse talent pool, the University conducted a comprehensive staff survey in 2022. This revealed a strong need for improved career development support. In addition, the University recognised the imperative of sustaining a culture of continuous learning and progress, aligning with its enduring commitment to academic excellence.



Our Solution

Drawing on TalentPredix[™], our next-generation strengths assessment system, the University's Organisational Development team, which had successfully completed the TalentPredix[™] Practitioner Training in March 2023, organised a professional services support and career development day for its staff two months later.

Dubbed 'My Best Self DNA', the event included coaching, mentoring, apprenticeship discussions, interview skills training, and career development workshops that leveraged TalentPredix[™] Profiles and Career Development Workbooks. This workbook includes valuable career tools and exercises, such as crafting a personal brand and assembling a career development board. One exercise highlighted the need for developing talent within the University, particularly in navigating change.

Participants had an opportunity to delve into their TalentPredix[™] assessment profiles, focusing on their talents, career motivations, and values. The sessions specifically addressed overused talents, which can hinder performance when employed excessively or inappropriately. Participants embraced the interactive nature of the workshop discussions which fostered lively conversations and productive exchanges.



Outcome

The event's success was reflected in the overwhelmingly positive feedback received from 'My Best Self DNA' session participants. A member of the Organisational Development (OD) team echoed stated: "We've had nothing but positive feedback postevent."

The University now plans to make this event an annual one, with the addition of smaller, more frequent sessions. The Head of Organisational Development stated: "The program really resonated with academics and professional service staff as well as very senior people."

Additionally, the University's OD team received numerous requests to employ the TalentPredixTM profile with various teams across the organisation. **This demonstrates the effectiveness of this approach and the way it resonates with staff across all roles in supporting individual growth, as well as creating a safe and cohesive framework for leaders and colleagues alike.** The positive impact of the TalentPredixTM program will thus extend well beyond the initial event, bolstering the University's commitment to nurturing and developing its talent pool.

Ready to unlock your team's full potential?

Discover how TalentPredixTM can help drive positive change and high performance within your organisation. [Get in touch today](#) to learn more about how our strengths-based approach can transform your workplace, or email us at info@talentpredix.com.