

Career Development Plans

Outsourced strengths-based career development built for the age of AI

The way people work — and the skills they need — is changing faster than ever. Yet most organizations still rely on managers to lead career development conversations they rarely have time for and are often not equipped to deliver.

TalentPredix Career Development Plans give your organization a smarter solution: a fully managed, outsourced career development service that combines strengths-based assessment, expert career coaching, and talent intelligence reporting — at a price point that works for growing businesses.

“TalentPredix™ helps us truly understand our people. It enables growth-focused conversations and supports career development, especially for those unsure of their next step.”

– Clara Sancho
HR Director, LVMH
Fashion Group UK



Award shortlisted

We are proud to have been shortlisted for the **CIPD 2024 Best HR/L&D & OD Supplier** award and the **LPI 2024 External Solution of the Year** — recognising the measurable impact of our career development programmes.



15%

of employees have regular career conversations with their manager

93%

say they'd stay longer if their employer invested in their development

2/3

of managers are failing to support employee career development

46%

of employees say their manager doesn't know how to help them



Why outsource career development?

Managers are stretched. Between operational demands, AI-driven change, and their own workload, career development conversations are consistently deprioritised — not out of indifference, but out of capacity. And even with the best intentions, most managers are not trained career coaches.

Our outsourced career development service takes this pressure off your managers and puts it in the hands of experts. Your people get the specialist support they deserve. Your managers get the headspace to lead, coach and inspire. And your HR team gets the talent intelligence to make smarter decisions.



Attract & retain talent

Career development is the #1 reason people stay — or leave. Signal you're serious about their growth.



Ready for the AI era

Help your people navigate AI-driven change with clarity about their strengths, skills and career direction.



Free up your managers

Let our specialists lead career development so managers can focus on day-to-day coaching and performance.



Real talent intelligence

Aggregate, anonymised insights from coaching sessions replace blunt annual surveys with meaningful data.

"TalentPredix™ has helped us reframe performance by focusing on what people do best. It brings to light how talents, values and drivers work together to create engagement and exceptional results."

– Laura Forrest
Head of Talent & Development, Iceland



How it works

ONBOARD

Onboarding & Discovery

1

Every plan begins with a thorough onboarding process — typically taking 1–2 months — involving HR leads and senior management sponsors. We immerse ourselves in your organization’s culture, talent priorities and strategic goals to ensure everything that follows is tailored, relevant and set up for impact.

ASSESS

Strengths, Motivators and Values Assessment

2

Each participant completes the TalentPredix™ Strengths Profile, identifying their unique strengths, career motivators, values and skills landscape — including AI-readiness. High-potentials and key leaders receive an in-depth 360 Profile.

DEVELOP

Career Development Workshops

3

Facilitated workshops help employees interpret their profile, explore career options and build a personalised development plan. Managers benefit from dedicated coaching and delegation sessions. Strategic Talent Consulting Days support HR with broader talent planning.

COACH

1:1 Career Coaching

4

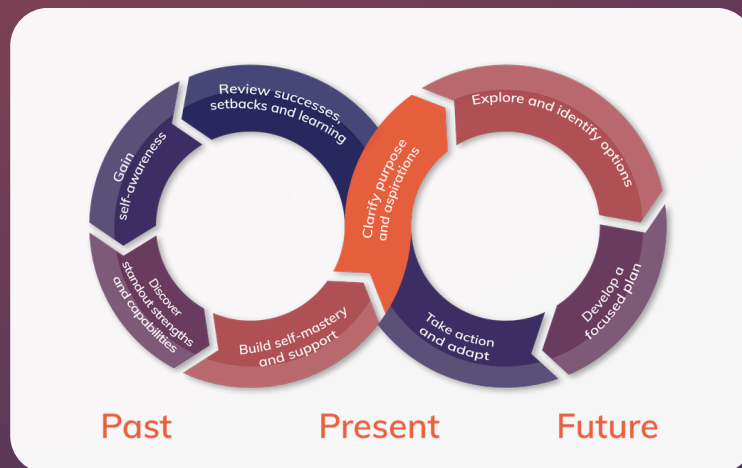
Our expert coaches work with individuals at all levels in 90-minute sessions, going deeper on career direction, strengths application and development planning. Leaders and high-potentials receive additional coaching focused on leadership identity and long-term trajectory.

MEASURE

Career Thriving & Talent Readiness Report

5

We provide HR and senior leadership with a Career Thriving & Talent Readiness Report — aggregated, anonymised insights on career engagement, development progress and talent risk. Quarterly Progress Reviews keep plans on track and the Board-Ready Impact Report (Essential and Premium) enables strategic workforce



Our Career Development Plans

Three straightforward plans combining strengths assessment, career development workshops, and leadership coaching — following the same four-stage journey:

Assess · Develop · Coach · Measure.

Plan & employee size	Most Popular		
	Starter 20–50 employees	Essential 50–150 employees	Premium 150+ employees
ONBOARD	ONBOARD	ONBOARD	ONBOARD
Discovery & Onboarding 1–2 months, with HR & senior management sponsors	✓	✓	✓
ASSESS	ASSESS	ASSESS	ASSESS
TalentPredix™ Strengths Profiles Strengths, motivations & values	50 profiles	100 profiles	150 profiles
TalentPredix™ 360 Profiles Managers & key talent	—	15 profiles	30 profiles
DEVELOP	DEVELOP	DEVELOP	DEVELOP
Thriving in Your Career Workshop Incl. progress check-ins at 3 and 6 months	2 workshops	3 workshops	5 workshops
Building Career Resilience & Agility Max 25 delegates	1 workshop	2 workshops	3 workshops
Strategic Talent Consulting Days	—	2 days	4 days
COACH	COACH	COACH	COACH
1-1 CareerCoaching (90 minute sessions) For individuals at all levels	6 sessions	12 sessions	21 sessions
Career Tools & Resources Library	✓	✓	✓
Dedicated Account Manager	✓	✓	✓
MEASURE	MEASURE	MEASURE	MEASURE
Career Thriving & Talent Readiness Report	1x per year	2x per year	2x per year
Quarterly Progress Reviews	✓	✓	✓
Board-Ready Impact Report	—	✓	✓
	£12,000 per year · exc. VAT £6,000 now · £6,000 at month 3	£25,000 per year · exc. VAT £12,500 now · £12,500 at month 3	£40,000 per year · exc. VAT £20,000 now · £20,000 at month 3

All prices exc. VAT · In-person delivery available on request (travel costs may apply) · Additional profiles, workshops or sessions can be added at any time

Plan renewal: Clients who renew their plan receive a **10% loyalty discount** on current plan prices. We will contact you 60 days before your plan year ends to discuss renewal, any changes to your needs, and how we can build on the progress made in year one.

Thriving careers in practice



Samsara EMEA

Thriving careers and meaningful progression

- 55% of participants changed role or were promoted
- "The impact has been explosive."




[Read Case Study](#)



Moët Hennessy

Improving career conversations and talent mobility

- Delivered across two programmes, with further rollout planned
- Managers rated the masterclass very or extremely effective

[Read Case Study](#)



University of Leicester

Career development excellence across the organization

- Strong feedback prompted plans for annual and follow-on sessions
- Demand also grew for TalentPredix across additional teams


[Read Case Study](#)

“Powering Samsara’s growth means powering the growth of all Samsarians by enabling them to take ownership of their career journey and be intentional about how they engineer their individual career experiences.”




Jesper Helt
Head of People, Samsara EMEA

“It was a great session with inspiring conversations that will help me a lot in my current role. The tools and frameworks were extremely effective in helping me understand how to conduct more meaningful career conversations.”



Marketing Manager
Moët Hennessy

“TalentPredix has sparked new ways of thinking about career development. The Best Self DNA profile drives deeper conversations and helps individuals focus on what really enables their growth.”



Steve Gulliver
Head of Organizational Development,
University of Leicester

Our coaching team

TalentPredix works with one of the most experienced teams of career coaches available. All our coaches hold advanced coaching qualifications — accredited at senior practitioner or master practitioner level by the ICF or EMCC — and bring deep expertise in strengths-based career development, talent assessment and organisational psychology. Many have held senior HR, L&D or talent management roles themselves, giving them a rare combination of coaching skill and real-world organizational insight. Every coach is carefully matched to your organization’s context, sector and seniority level.



Optional add-ons

All plans can be supplemented with the following services, priced on request.

 <p>AI Career Readiness Workshop</p>	<p>A half-day session helping employees understand how AI is reshaping their role and career landscape — and how to position themselves confidently for the future.</p>
 <p>Effective Coaching & Delegation for Managers</p>	<p>A half-day workshop helping managers build the coaching and delegation skills to support their team’s day-to-day development — a natural complement to the career development programme.</p>
 <p>Talent & Capability Profiling for High-Potential Growth and Succession</p>	<p>In-depth strengths and potential assessment for employees being considered for promotion, leadership pipelines or succession planning — giving HR and senior leaders the insight to make confident, evidence-based decisions.</p>
 <p>Executive Career Coaching</p>	<p>Deeper, more strategic 1:1 coaching for C-suite and senior leaders exploring leadership identity, succession and long-term legacy.</p>
 <p>Internal Mobility Support</p>	<p>Consultancy support to help HR design and run internal talent mobility programmes, using career coaching insights to match people to opportunities.</p>
 <p>Team Strengths Workshop</p>	<p>A facilitated session helping teams understand each other’s strengths, improve collaboration and identify collective capability gaps.</p>
 <p>Mentoring Programme Design</p>	<p>We help you design and launch an internal mentoring programme, paired with our strengths assessment for better mentor-mentee matching.</p>
 <p>Group Profile & Talent Analysis</p>	<p>Aggregated TalentPredix™ Group Profile showing collective strengths, motivations and values across your workforce or leadership team.</p>

Frequently asked questions

Can we pilot your service before committing to a full plan?

Yes. The Starter Plan works perfectly as a pilot — giving a team or cohort the full experience before you scale up. We can also arrange a complimentary discovery call and demo to help you evaluate fit.

How are the plans customised to our organization?

Every plan begins with a discovery call where we learn about your culture, priorities and workforce. We then tailor the coaching themes, workshop content and reporting to your context.

How does the Career Thriving & Talent Readiness Report work?

Following coaching and development sessions, we compile anonymised, aggregated insights on themes including career engagement, development needs, skill gaps and internal mobility motivation and readiness. These are presented to HR and senior leaders as a Career Thriving & Talent Readiness Report — far more actionable and timely than a blunt annual engagement survey.

What are your payment terms?

We require 50% of the plan fee on booking, with the remaining 50% due 3 months after the plan commences. There are no hidden fees; prices are exclusive of VAT and any travel or venue costs where in-person delivery is requested.

Can we top up or upgrade our plan?

Absolutely. You can add additional profiles, workshops or coaching sessions at a discounted rate, or upgrade to a higher plan tier at any point.

Ready to give your people the career development they deserve?

Book a free 30-minute discovery call and we'll show you exactly how a TalentPredix Career Development Plan could work for your organization.

 [Book a Discovery Call](#)

