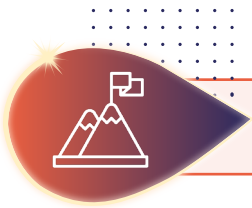




**Ethical
Trading
Initiative**

TALENTPREDIX 
Talent Unleashed. Thriving Workplaces.

Building Leadership, Team and Talent Capability at ETI



The Challenge

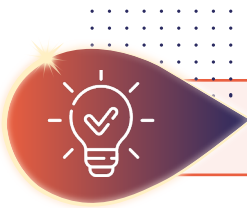
The Ethical Trading Initiative (ETI) is a leading alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe.

Since the pandemic has started, like many organisations around the world, ETI has undergone significant organisational changes in the way they operate and deliver their work.

As part of a companywide transformation, the HR team implemented new practices within the whole employee lifecycle to improve selection and retention, talent development, leadership capacity and organisational culture. New processes have been introduced to support employee wellbeing and mental health, flexible approach to working and internal communication.

The main challenges consisted of improving wellbeing and mental health; supporting employees with job demands and reducing stress levels; improving team cohesion and company culture overall; supporting leadership team in rebuilding employees' confidence in management.

Implementing TalentPredix offered a unique opportunity to target an area historically underdeveloped but with the most potential for exponential growth: talent awareness and development.



Our Solution

Our external consultant, Magdalena Suchodolska, designed and delivered a set of dedicated solutions using TalentPredix assessments and solutions:

- ∞ Delivering talent assessments for all employees
- ∞ Providing line managers with coaching sessions to enable them to use the assessments effectively for line managers
- ∞ Delivering an all-staff workshop to train staff on how to use the assessments individually
- ∞ Encourage line managers to review the assessment results with direct reports during 1-2-1 sessions
- ∞ Delivering a group assessment followed by a team workshop
- ∞ Delivering individual sessions for employees as requested
- ∞ In-company, all staff workshop on values and behaviours
- ∞ Group report for the whole company
- ∞ HR consulting sessions
- ∞ Internal use of talent assessments among team-led talent discovery sessions

All the above solutions have been fit for purpose and the specific company context was taken into account when designing and delivering.



Outcome

As a result, the following changes have been observed and reported by HR, employees, and the leadership team:

- ∞ Increase in employees' awareness of unique strengths, talents, career drivers and values
- ∞ Employees reported an increased interest in crafting their career paths inside the organisation
- ∞ Improved team bonding and development; team awareness of talents capability; better awareness of skills gap and talent development needs;
- ∞ Improved collaboration between different teams
- ∞ Managers reported increased confidence in their leadership skills
- ∞ Increased managers' understanding of boundaries to protect their wellbeing while supporting staff with stress and mental health challenges
- ∞ Employees showed an increased level of ownership of shaping company culture and values on a daily basis
- ∞ Overall, employees showed better effectiveness in their respective roles, workload management and areas of influence
- ∞ The senior leadership team reported an increased understanding and appreciation for unique traits that their peers had. That, in turn, improved communication, problem solving and conflict resolution among senior leadership team
- ∞ Improvement in how employees effectively deliver while maintaining manageable stress levels, wellbeing and work-life balance
- ∞ Improved talent selection and onboarding processes to facilitate an effective new employee integration and proactively targeting skills and talent gaps across the teams

Ready to unlock your team's full potential?

Discover how TalentPredix™ 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.