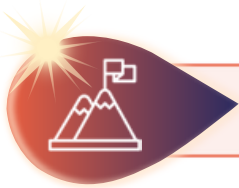


Unlocking Leadership Capability in Independent Education with TalentPredix™



The Challenge

St Peter's Prep is a leading prep school in South Africa with 1,000+ pupils and 60–80 staff across a pre-prep, girls' school and boys' school. The school already had a strong focus on wellbeing and positive education for pupils and wanted staff development to reflect the same strengths-based philosophy.

However, the existing approach to staff learning was not achieving that:

Generic development offer

Training was largely one-size-fits-all, with staff attending the same programmes regardless of their strengths, needs or aspirations.

Underused strengths and unseen gaps

Staff lacked a shared language for their strengths, overused strengths and development areas, making it harder to unlock full capability.

Limited leadership pipeline

Emerging leaders below the top tier had no structured pathway to develop their leadership identity, influence and confidence.

Missed opportunity to align values

As a values-based school, St Peter's wanted stronger alignment between organizational values and individual values, and a more consistent culture across all sites.

The leadership team recognised they needed a more personalised, strengths-based and values-led approach that would build capability, support future leaders and model the same positive principles they were already teaching to pupils.



The Solution

St Peter's selected TalentPredix™ as a strengths-based framework that aligned with positive psychology and character strengths, while offering deep insight into talents, values, career drivers and overused strengths for staff at all levels.

1. Strengths assessments and coaching for emerging leaders

St Peter's launched an Accelerated Leadership Programme for staff just below the top leadership tier, built around:

- TalentPredix™ standard assessments
- One-to-one debriefs and targeted coaching on strengths, overuse and growth areas
- Each participant leading a strengths-led school project (for example mentoring interns, sustainability, recycling)

2. Scaling to leadership teams and support functions

After strong feedback, TalentPredix™ was rolled out to:

- A second leadership cohort
- The management committee, using an aggregated group strengths profile
- Support teams in finance, HR, marketing and catering

Internal practitioners used the insights to highlight collective strengths and gaps, spark conversations about innovation and collaboration, and set focused "stretch tasks" linked to school priorities.

3. Embedding coaching and feedback

TalentPredix™ became a core tool for coaching and performance by:

- Giving trained practitioners a simple, shared framework for development conversations
- Extending coaching beyond leaders to academic and support staff
- Integrating Performance Growth Plans (PGPs) to provide ongoing, strengths-based feedback and shared ownership of development

St Peter's chose TalentPredix™ over other tools they had used because it felt highly personal, strengths- and values-based, and clearly oriented towards growth rather than deficit correction.



The Outcome

Implementing TalentPredix™ helped St Peter's Prep shift from generic training to a more targeted, strengths-based leadership and development strategy.



Stronger self-awareness and ownership

Leaders and staff gained clear insight into their strengths, blind spots and overused strengths, becoming more intentional in their roles and more accountable for their impact.



Strengths-led leadership projects

Strengths-based projects delivered visible improvements across the school, for example mentoring all 30 interns, driving sustainability in parks and playgrounds, and redesigning recycling processes.



More open feedback and growth culture

Using shared TalentPredix™ language and PGPs made performance conversations more regular, specific and future focused, increasing both team accountability and individual ownership.



Deeper values alignment and cohesion

Profiles confirmed strong alignment between staff values (such as understanding others, resilience, collaboration and kindness) and the school's values, reinforcing a shared culture across all schools.



Higher engagement in development

Because development felt personal and strengths-based, staff were more engaged, with particular enthusiasm and gratitude from upcoming leaders who had not previously had access to this level of support.

Conclusion

Through TalentPredixTM, St Peter's Prep has built a stronger, more future-ready leadership bench aligned with its values and educational vision. By shifting from generic training to a personalised, strengths- and values-based model, the school has unlocked leaders' potential to drive cultural cohesion, innovation and long-term impact.

Ready to unlock leadership capability?

Discover how TalentPredixTM can help build stronger leaders and a more positive, high-performing culture in your organization. [Get in touch today](#) to learn more about how our strengths-based approach can transform your workplace, or email us at info@talentpredix.com.

