

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—recognizing 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

www.talentpredix.com · info@talentpredix.com · www.linkedin.com/company/talentpredix



Deloitte.



LVMH
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samsara



YorkshireWater



Iceland



NOVACYT GROUP

Pentland

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Why Outsource Career Development?

Managers are stretched. Between operational demands, AI-driven change, and their own workload, career development conversations are consistently deprioritized—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. 93% of employees say they'd stay longer if their employer invested in their development.

Ready for the AI Era

Help your people navigate AI-driven change with clarity about their strengths, skills, and career direction—including a dedicated AI-readiness assessment.

Free Up Your Managers

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

Real Talent Intelligence

Aggregated, anonymized insights from coaching sessions replace blunt annual surveys with meaningful, ongoing data on career engagement and retention risk.

“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

1 Onboarding & Discovery

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

2 Strengths, Motivations, and Values Assessment

Each participant completes the TalentPredix™ Strengths Profile, identifying their unique strengths, motivations, values, and skills landscape—including AI-readiness. Essential and Premium plans also include TalentPredix™ 360 Profiles for selected high-potentials and key leaders.

DEVELOP

3 Career Development Workshops

Facilitated workshops help employees interpret their profile, explore career options, and build a personalized development plan. Optional coaching and delegation training can also be added to equip managers to support day-to-day development. Essential and Premium plans also include Strategic Talent Consulting Days to support broader talent planning.

COACH

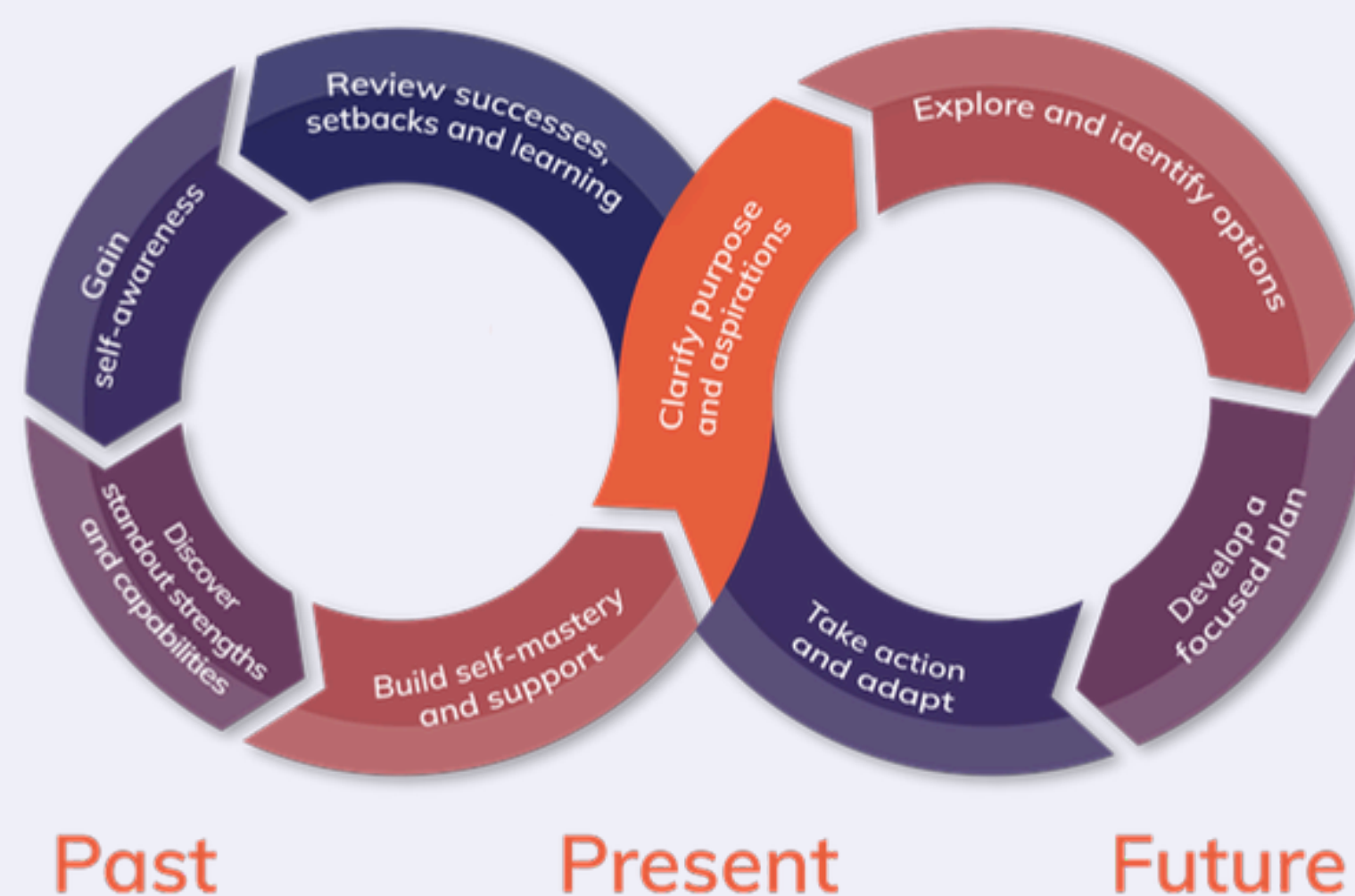
4 1:1 Career Coaching

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

5 Career Thriving & Talent Readiness Report

We provide HR and senior leadership with a Career Thriving & Talent Readiness Report—aggregated, anonymized insights on career engagement, development progress, and talent risk. Essential and Premium plans also include Quarterly Progress Reviews and a Board-Ready Impact Report, giving senior leaders a clear, boardroom-ready view of career development impact across the organization.



Our Career Development Plans

Three straightforward plans combining strengths assessment, career development workshops, and 1:1 coaching—following the same five-stage journey: Onboard · Assess · Develop · Coach · Measure.

Plan & employee size	Starter 20–50 employees	Essential MOST POPULAR 50–150 employees	Premium 150+ employees
ONBOARD			
Discovery & Onboarding (1–2 months, with HR & senior sponsors)	✓	✓	✓
ASSESS			
TalentPredix™ Strengths Profiles	15 profiles	50 profiles	100 profiles
TalentPredix™ 360 Profiles	—	30 profiles	150 profiles
DEVELOP			
Thriving in Your Career™ Workshop	1 workshop	3 workshops	5 workshops
Building Career Resilience & Agility	—	2 workshops	3 workshops
Strategic Talent Consulting Days	—	2 days	4 days
COACH			
1:1 Career Coaching (90-minute sessions)	6 sessions	12 sessions	21 sessions
Dedicated Account Manager	✓	✓	✓
MEASURE			
Career Thriving & Talent Readiness Report	✓	✓	✓
Quarterly Progress Reviews	—	✓	✓
Board-Ready Impact Report	—	✓	✓

per year, exc. VAT	£12,000	£25,000	£40,000
	£6,000 on booking £6,000 at month 3	£12,500 on booking £12,500 at month 3	£20,000 on booking £20,000 at month 3

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

Plan renewal: Clients who renew their plan receive a 10% loyalty discount on current plan prices.

Thriving Careers in Practice

See how Samsara, Moët Hennessy, and the University of Leicester have used TalentPredix™ to power real career outcomes.



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 Organisational Development,
University of Leicester

Our Coaching Team

TalentPredix™ works with one of the most experienced teams of career coaches available, every coach carefully matched to your organization's context, sector, and seniority level.



ICF / EMCC Accredited



Senior or Master Practitioner Level



Senior HR, L&D & Talent Backgrounds



Strengths-Based & Talent Assessment Expertise



Optional Add-Ons

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



AI Career Readiness Workshop

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.



Effective Coaching & Delegation Training for Managers

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.



Talent & Capability Profiling for High-Potential Growth and Succession

In-depth strengths and potential assessment for employees being considered for promotion, leadership pipelines, or succession planning.



Executive Career Coaching

Deeper, more strategic 1:1 coaching for C-suite and senior leaders exploring leadership identity, succession, and long-term legacy.



Internal Mobility Support

Consultancy support to help HR design and run internal talent mobility programmes, matching people to opportunities.



Team Strengths Workshop

A facilitated session helping teams understand each other's strengths, improve collaboration, and identify collective capability gaps.



Mentoring Programme Design

We help you design and launch an internal mentoring programme, paired with our strengths assessment for better mentor-mentee matching.



Group Profile & Talent Analysis

An aggregated TalentPredix™ Group Profile showing collective strengths, motivations, and values across your workforce or leadership team.

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 customized 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 anonymized, 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 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](#)

