

TALENT OPTIMIZATION PLANS

Unleash the Strengths, Skills and Success of Your Workforce

Scalable, strengths-based plans that build performance, engagement, leadership capability, and adaptability across your organization.

WHAT THESE PLANS DELIVER

ENGAGEMENT

Up to 6x
more engaged

Employees who use their strengths daily are significantly more engaged (Gallup).

MANAGER CAPABILITY

~70% of
engagement

Managers drive up to 70% of the variance in team engagement.

ATTRACTION & RETENTION

30% lower
turnover

Organizations using TalentPredix™ see significantly lower turnover.

PERFORMANCE

20% better
performance

New hires perform better, with higher profitability from optimized talent strategies.

TRUSTED BY LEADING ORGANIZATIONS



Deloitte.



LVMH
HOÛT ENRISSY · LOUIS VUITTON



hagergroup

MARC JACOBS

Xpedition



samsara



YorkshireWater



Iceland



NOVACYT
GROUP

Pentland



ellaFORUMS

Why Invest in a Talent Optimization Plan

Our Plans are designed for organizations that want to go beyond one-off training or ad-hoc assessments — helping you embed a strengths-based culture that drives lasting performance, growth and competitive advantage. We help you build a culture where people thrive and go above and beyond, bringing their best every day because their strengths, motivations, and values are truly understood, valued, developed and deployed.

Our data-driven talent insights give HR and business leaders the clarity to nurture positive, inclusive leadership, build high-performing teams, and align individual strengths and underlying motivations with business goals.

Empower People. Transform Performance. Inspire Growth.



TRANSFORM TALENT INTO COMPETITIVE ADVANTAGE

- Assess the strengths, motivations, and potential of your workforce at scale.
- Identify high-potential talent and shape clear development pathways.
- Motivate people to go above and beyond by linking their talents to meaningful goals.



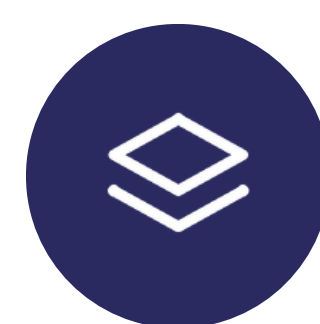
EMPOWER LEADERSHIP AND TEAM GROWTH

- Develop leaders who inspire, empower, and elevate others.
- Use 360 feedback and development tools to strengthen collaboration and trust.
- Build inclusive, purpose-driven teams that deliver exceptional results.



SCALE COACHING AND DEVELOPMENT

- Equip managers and HR teams with insight to coach effectively.
- Embed continuous growth and self-development across your organization.
- Foster a growth mindset that fuels innovation and commitment.



FLEXIBLE, SCALABLE PLANS FOR EVERY STAGE

- Choose a plan that fits your organization's stage on the strengths-based journey.
- Add practitioners, 360 tools, and analytics as your needs evolve.
- Access dedicated support and tailored reporting.



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



Why TalentPredix™ + Proven Results

All Plans incorporate our multi-award-nominated TalentPredix™ assessments, trusted by leading organizations worldwide.

-  Science-based — developed by leading business psychologists, TalentPredix™ measures strengths, motivation, and potential with precision and fairness, including fairness and relevance across neurotypes.
-  Actionable insights — translates assessment data into clear, practical actions that drive real behavioural change.
-  Scalable platform — supports individual growth and enterprise-wide talent strategies, from hiring to leadership development.
-  Human + Tech — blends expert practitioner insight with smart digital tools for a seamless, high-impact experience.
-  Inspires performance — helps people and teams find meaning, purpose, and motivation to optimize potential and thrive.

Proven Results

Organizations investing in strengths-based development consistently see improvements in the outcomes that matter most to HR and business leaders:



Figures reflect TalentPredix™ client outcomes and are consistent with the wider evidence base on strengths-based development, including Gallup's global research linking strengths-based development to engagement, retention, and profitability gains.

Our clients — including LVMH, Iconic Hotels, Samsara, PwC, and the University of Leicester — are building thriving, high-performing workplaces by applying strengths-based insights that unlock potential and fuel growth.



TalentPredix™ has played a key role in powering Samsara's growth. It enables every employee to own their career and grow with purpose. Our career development programme sparked exactly that, and the impact has been explosive.

Jesper Helt — Head of People, Samsara EMEA & India



The Journey to Talent and Business Excellence

Strengths don't embed themselves overnight. Gallup's own research into strengths-based organizations describes it as a cascade — building from individual awareness to team practice, to leadership capability, to a fully embedded, best-in-class workplace, typically over several years. Our Talent Optimization Plans are built around that same journey, so you can start wherever your organization is today and grow into the next stage as your business progresses its people and talent strategy.



1

DISCOVER: give your people the language and clarity of their strengths and skills — the essential first step before any strengths-based culture can take hold.

2

ACTIVATE: move strengths and skills from individual insight to team practice — the stage where a strengths culture starts to take hold.

3

ELEVATE: equip your leaders to coach through strengths and align teams around what they each do best — built for organizations ready to scale a strengths-based culture through their management layer.

4

TRANSFORM: embed strengths and skills into how your organization hires, develops, and leads at every level — with the evidence and ROI tracking a board-level transformation requires.

Choose Your Talent Optimization Plan



Four scalable plans, each mapped to a stage of the strengths-based organization journey.

	Discover	Activate	Elevate	Transform
Best for	Small teams	Smaller businesses	Mid-sized companies	Enterprise-wide
The stage	See your strengths	Put strengths to work	Grow your leaders	Transform your culture
FOUNDATION — EQUIP YOUR PEOPLE				
Certified Practitioner Training	1 person	Up to 3 people	Up to 5 people	Up to 8 people
Standard Profiles	25	100	150	300
360 Profiles	25	100	150	300
Team Profiles	1	5	7	12
GROWTH — DEVELOP TALENT & LEADERS				
Thriving in Your Career™ Workshops	2 × 4hr (15 each)	3 × 4hr (20 each)	6 × 4hr (20 each)	15 × 4hr (20 each)
Manager as Talent & Career Coach Workshops	1 × 4hr (10)	1 × 4hr (15)	3 × 4hr (15 each)	5 × 4hr (15 each)
Executive / Top Team Debrief	–	–	1 session (12)	1 session (12)
EVIDENCE — PROVE THE IMPACT				
Thriving at Work Survey	3-month + review	6-month + review	12-month full review	12-month full review
Progress & ROI Reviews	–	–	Quarterly + Annual ROI report	Quarterly + Annual ROI report
INVESTMENT				
Payment Terms	50% upfront, 50% after 3 months	50% upfront, 50% after 6 months	50% upfront, 50% after 6 months	50% upfront, 50% after 6 months
List Price (excl. VAT)	£13,700	£24,000	£49,000	£100,000
Talent Optimization Plan Price (up to 50% savings)	£7,950	£12,500	£25,000	£50,000

All prices exclusive of VAT. Talent Optimization Plan pricing reflects up to 50% savings versus list price.

What's Included in Each Plan

Each plan includes a selection of the following tools and features, organised across the three pillars of the journey:

FOUNDATION — CERTIFIED TRAINING + ASSESSMENTS

- Certified Practitioner Training: gain certification to deliver and interpret the TalentPredix™ assessment.
- Standard, 360, and Team Profiles: assess individuals and teams to uncover strengths, Motivations, Values and potential performance Limiters.

GROWTH — DEVELOP TALENT & LEADERS

- Thriving in Your Career™ Workshops: help people build careers around their strengths, skills and energy with our award-winning programme.
- Manager as a Talent & Career Coach Workshops: equip leaders to inspire and empower through strengths-based conversations.
- Executive / Top Team Debriefs: strengthen alignment, trust, and shared purpose within leadership teams.

EVIDENCE — PROVE THE IMPACT

- Thriving at Work Survey: measure engagement, growth, and cultural impact across your organization.
- Progress and ROI Reviews: track progress and demonstrate measurable improvements in performance.

“ 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



“ TalentPredix™ has been a game-changer for our early talent. It reveals individual strengths and motivations, builds key employability skills, and drives more meaningful coaching conversations.

Isi Ojobo — Organizational Development Manager, NHS



“ 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



Ready to Build a Thriving, High-Performing Workplace?

Invest in your most important business growth driver — your people. Book a call to explore which Plan is right for you — and how TalentPredix™ can help your organization transform performance, strengthen leadership, and improve engagement at scale.

BOOK A CALL →



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Using the latest psychological science, we help organizations unlock the strengths and full potential of their people so they can perform, adapt, and thrive.

Talent Unleashed. Thriving Workplaces.

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