



INNOVATIVE GROWTH COACHING

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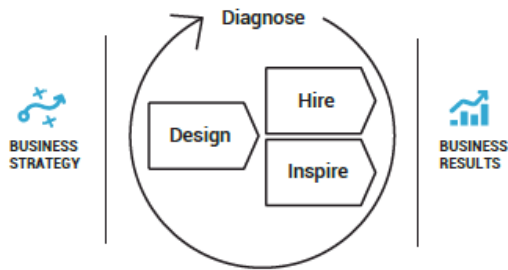
Talent Optimization™

Aligning talent strategy to business strategy to optimize business results.

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WHAT IS TALENT OPTIMIZATION?

Talent Optimization links a company's talent strategy to its business strategy to optimize business results. By aligning business and people strategies, leaders intentionally, strategically, and consistently design cohesive teams and create environments that inspire employees to achieve optimal business performance.



WHY IS TALENT OPTIMIZATION ESSENTIAL AND VALUABLE?

The **BENEFITS** are numerous and most importantly, measurable. Talent Optimization provides an interactive, knowledge sharing, "end to end" employee engagement life cycle including position design, candidate recruitment, "Best Fit" interview and selection, onboarding, coaching/mentoring, self-coaching, ongoing engagement, retention, and succession planning. All of these are focused on business strategy execution. Each person that is touched by it substantially "ups their game" as a leader, manager, and employee both personally and in the business.

- **Business Owners/Executives** – use data analytics to gain newfound insights on how to better capitalize on the most valuable assets of the company, *our people*.
- **Managers** – use data analytics and coaching tools to strengthen people management and business priority execution.
- **Employees** – learn to take more responsibility and accountability for their job performance because of "self-coaching" tools tied to their own unique behaviors and habits.

These benefits are *essential* for learning how to strengthen critical thinking skills and act more precisely in today's speed of business and life. Moreover, now, when it is most needed, these benefits drive value expansion that can be measured both qualitatively and most importantly, quantitatively in every driver of the business.

HOW IS TALENT OPTIMIZATION IMPLEMENTED?

It is very straight forward using the following approach:

- **Talent Optimizer Training** – an enjoyable and insightful four half day remote or onsite or a 2 full day onsite coaching program trains key advocates who become the PI thought leadership group within the company. They also join a shared PI thought leadership community globally as "Talent Optimizers."
- **Talent Optimization Platform** – post training, your Inspirit Growth coaches provide PI support to coordinate continue familiarizing the Talent Optimizers with the software. This effort connects the PI insights and tools to execution of the business priorities so that there is a steady cadence of learning, application, and impact on business results.
- **Ongoing Coaching** – your Inspirit Growth coaches reinforce the Talent Optimizers using *The Inspired Teams Playbook™* and *Reinforcement Simulators*. These ensure deep Talent Optimization expertise.
- **ROI/Payback**– we also help you measure the quantitative value and benefits created from business application of the *Talent Optimization Platform* so that management can ensure timely and multiplied payback of using PI against their highest business priorities.

WHO IS INVOLVED IN APPLYING THE TALENT OPTIMIZATION PLATFORM FOR YOUR COMPANY?

1. **Ownership** - the business owners/executives that lead the organization.
2. **Talent Optimizers** - the trained PI experts in the organization.
3. **Management** - managers responsible for areas where PI is applied.
4. **Human Resources** - the People or HR Business Partner(s)
5. **Inspirit Growth** - your Inspirit Growth Team that coaches, activates, reinforces, and helps sustain the *Talent Optimization Platform*
6. **The Predictive Index** – our 200+ member team in Boston that provides the science, innovation, and software platform worldwide.

WHEN IS TALENT OPTIMIZATION APPLIED?

This PI Platform is industry agnostic. It is applied with a gradual cadence for thoughtfully planned execution of the company's business priorities. It begins in the highest impact areas of the business first.

THE BOTTOM LINE

The *Talent Optimization Platform* provides solutions that inform, influence, and impact the following aspects of the business:

Business Strategy Planning & Execution	Team Building	Turnover
Talent Strategy Design	Culture	Sales Slumps
Business Expansion	Business Integrations	Skills Gaps
Inspired Leadership	Disengagement	Conflict Resolution
Employee Development	Bad Hires	Hiring Bias & Subjectivity