



Track #	Activation, Reinforcement & Sustainability Tracks
1	Predictive Index Science – once the PI Talent Optimization training program is completed, participants become “Talent Optimizers” qualified to provide PI Talent Optimization coaching to <i>build basics</i> within the company. Three high impact business units are selected to initiate these Talent Optimization activation & sustainability Tracks.
2	Recruiting/Right Fit – Talent Optimizers take action to <i>build accuracy</i> by helping Hiring Managers make accurate Job Target and Right Fit placement decisions. People data analytics are created to recruit new candidates, ensure “right fit” for existing employees, inform the best promotion decisions, assess appropriate/unbiased succession plan appointments, and determine proper leadership advancements.
3	Placement Decision Assurance – Talent Optimizers (TOs) coach Hiring Managers in <i>Placement Decision-Making</i> by helping them “stress-test”, reassure and <i>build confidence</i> in placement decisions. The TOs coach Hiring Managers with selected PI insight tools to predict/anticipate the first 6 months of a person’s performance . This better ensures successful management, coaching and retention of the candidate or employee transfer/promotion.
4	Management Effectiveness – TOs coach leaders and managers in their own self-coaching management tools to strengthen management & coaching competency. This knowledge transfer is necessary for leaders and managers to <i>build competency</i> in leading, managing, coaching, decision-making, and providing the right career planning feedback to direct reports...all focused on lifting business unit impact.
5	Employee Retention Management – TOs coach business managers in the use of employee self-coaching tools tied to business priority execution. Each employee has a customized <i>Person Page</i> of self-coaching insight tools. This knowledge transfer is necessary for managers to <i>build trust</i> with new employees in uniquely informed contributions during the company’s onboarding process as well as to better engage and inspire existing employees. Retention Management is emphasized here.
6	Team Discovery Coaching – during “Coach the Coaches” sessions with Inspirit Growth, TOs learn to facilitate Team Discovery workshops for business unit teams. TOs coach business teams to <i>increase impact</i> with surgically focused team building exercises. These efforts strengthen team cohesiveness in business priority execution for better business results.
7	Self-Awareness Coaching – TOs learn to coach leaders, and high potential managers & employees to <i>build awareness</i> . By applying customized <i>Person Page</i> insights with a self-awareness lens, and applying complimentary self-awareness surveys, TOs better enable the participants to have more significant impact on company-wide performance.
8	Sustained Talent Optimization – throughout the year changes occur across the company. They result in employee role shifts and how work gets done. Talent Optimization is a continuous alignment of talent strategy & company culture to business strategy. With <i>The Inspired Teams Playbook™</i> TOs learn how to activate, reinforce, and sustain PI <i>thought leadership</i> . A related Reinforcement Simulator cadence helps apply and reapply the above Tracks 1 through 7 as needed. This results in a PI Master’s Program that ensures Talent Optimizers become/remain expert, informed and at the top of their games as catalysts for innovation.