

INNOVATIVE GROWTH COACHING

JOHN HOPKINS

How to Sustain Talent Optimization

The Inspired Teams Playbook™ is a straight-forward, sensible, repeatable methodology to activate and sustain Talent Optimization. Once *Track 1: the PI Talent Optimization Training* is completed, the PI Executive Sponsor decides on the timing of the departments, business units and/or teams to launch the Talent Optimization rollout timetable. Talent Optimizer(s) responsible for implementing *The Inspired Teams Playbook* are assigned to complete this rollout timetable.

ROLLOUT TIMETABLE

Launch Area Name	Talent Optimizer(s)	Participants
Example: Sales or a Call Center	Example: Assigned Talent Optimizer(s) Name(s)	Launch Area Manager: Launch Team Members:

Track	Track Name	Cadence Timing <i>(Allow 2 weeks apart)</i>		Activation/Sustainability Steps to be Taken	Time Allocation
		Start Date	Finish Date		
1	Predictive Index Science			In a 1-hour session, the Talent Optimizer (TO) introduces the PI Basics slide deck to <i>build basics</i> for the participants on-site or virtually. The TO then delivers either Individual PI Readbacks or a Group Readback. <i>(See Readback Slide Deck in Additional Tool Folder)</i>	1 Hour Session, 30-40 minutes / Readback
2	Recruiting / Right Fit			The TO <i>builds accuracy</i> in the Recruiting/Right Fit process by identifying each role within the Launch Area and either obtains the Job Descriptions or helps Launch Area manager to develop them. Follow Track 2 Logic Flow to build Job Targets.	Case by Case
3	Placement Decision Assurance			When a recruiting process is near completion, the TO huddles with the Hiring Manager to <i>build confidence</i> in the placement decision. Follow Track 3 Logic Flow to confirm the decision.	Case by Case
4	Management Effectiveness			The TO coaches the Launch Area manager(s) to <i>build competency</i> with heightened levels of management effectiveness. Follow Track 4 Logic Flow.	2 hours
5	Employee Retention Management			The TO coaches the leader(s)/manager(s) to <i>build trust</i> with their new and existing employees with the Launch Area employee's customized self-coaching tools. Follow Track 5 Logic Flow.	1.5 hours
6	Team Discovery COACHING			Inspirit Growth provides the TOs an overview of the 2 Team Discovery workshops for if/when the DESIGN Module is activated. Follow Track 6 Logic Flow.	1.5-hour Workshop
7	Self-Awareness COACHING			Inspirit Growth coaches the TOs in the Self-Awareness workshop. Follow Track 7 Logic Flow.	1 two-hour Workshop