



# INNOVATIVE GROWTH COACHING

JOHN HOPKINS

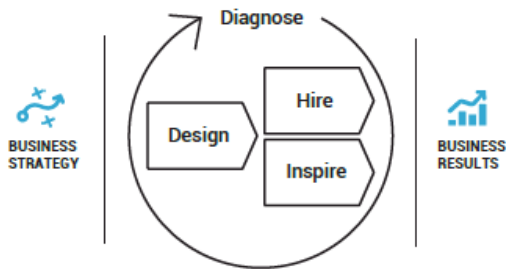
## Talent Optimizers, Catalysts for Innovation

Talent Optimizers profoundly impact better co-workers, better work, and better business results!

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### HAT is a Talent Optimizer?

A Talent Optimizer is a leader, and/or high potential manager and/or employee that has completed the Predictive Index Talent Optimization Training Curriculum. A Talent Optimizer assumes shared responsibility to activate **Talent Optimization™** in the organization. As a reminder, **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 a Talent Optimizer Essential and Valuable to the Company?

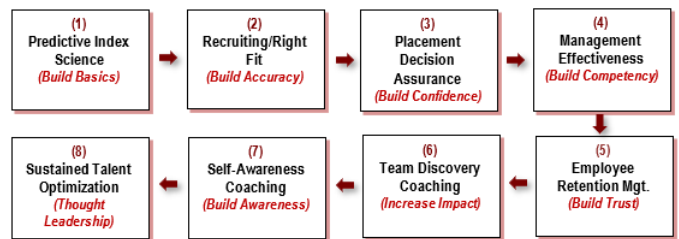
Talent Optimizers are a specially trained team of experts in the science and software of predictable behavior in the workplace. These specialists form a community across the company. Their objective is **bold...inspire highly productive workforces!** This objective requires conviction, intention, and commitment to be game changers for the next level of company performance. Aligning talent strategy execution with business strategy to optimize business results in the speed of today's rapidly evolving business models is not a sometime thing, but an all the time thing. It must be done and done right and well. Talent Optimizers recognize people are complex. They also know an organization has many moving parts where these people do their work. Talent Optimization requires involvement of these talent thought leaders within and across business units that:

- **Build Basics** as **teachers** of their peers in the science of predictable behavior,
- **Build Accuracy** as **coaches** to Hiring Managers in the art and science of "right fit" recruiting,
- **Build Confidence** as **guides** to Hiring Managers to ensure once hired, how do we keep them,

- **Build Competency** as **champions** that raise the level of management effectiveness,
- **Build Awareness** as **difference makers** for anyone looking to be the very best versions of themselves,
- **Build Trust** as **customizers** of science-based insights to foster trusted manager/employee relations, and
- **Increase Impact** as **catalysts** for teamwork innovation to enhance higher levels of performance.

### HOW does a Talent Optimizer Act as a Catalyst for Innovation?

By knowing that as members of a small community of predictable behavior experts in the organization, they must play both strategic and tactical roles. Talent Optimizers accomplish this using **The Inspired Teams Playbook®** to inspire **better co-workers, creating better value, for better business results and a better world.**



### WHO are the Talent Optimizers?

Selected leaders, and high-potential managers and employees that are passionate about impacting the success of the company. They understand this success relies heavily on better contributions from employees—**the most vital assets of the company.**

### WHEN do Talent Optimizers Activate and Sustain the Talent Optimization Program?

Just like business strategy execution, talent strategy execution is a journey. Both require a series of steady, sustainable, evergreen methodologies that rely on constant vigilance and consistent quality assurance. Talent Optimizers "show up" throughout the year and business life cycle. They keep on coaching and providing guidance to inspire highly productive workforces.

**Talent Optimizers inspire highly productive workforces!**