

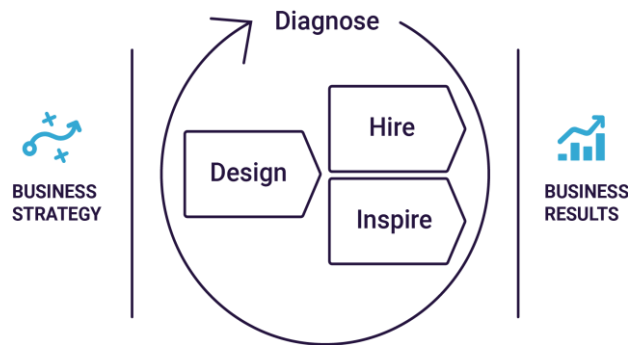


TALENT OPTIMIZATION



Why talent optimization? Because intuition isn't scalable.

Some leaders intuitively pull the right people together and manage them brilliantly. But intuition isn't scalable or teachable. Instead, most managers are left flailing in the dark, without much to guide them. Talent optimization is a different way to think about people. It's a framework for understanding yourself, others, and teams—in relation to the business strategy—so leaders can make objective decisions. Once organizations start practicing talent optimization, they'll never go back to "the old way" of leading. The four components of talent optimization are: Design, Diagnose, Hire and Inspire. **The Talent Authority will help you integrate any or all of components into your organization.**



Design Amazing Teams. Turn any team into a high-performing team. The best teams are magic. Role and personalities complement each other. The whole becomes greater than the parts. Performance soars. Finally, there's a scientific way to design high-performing teams predictably.



Design Solutions Include

- Assessment that brings together individual behaviors and strategy.
- Actions for leaders and/or teams.
- Reports for all team members
- Workshop for Leaders: Execute Strategy with Confidence

Design

Diagnose

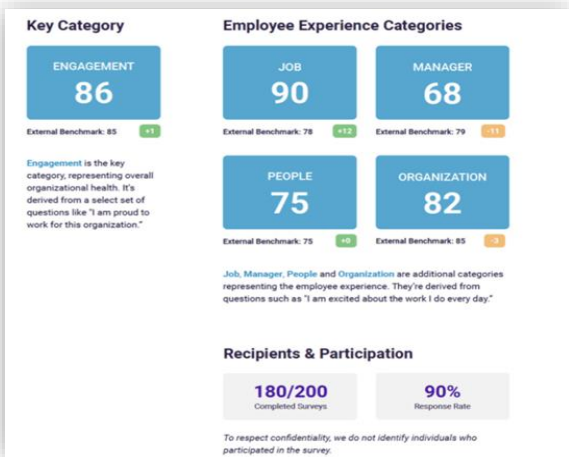
Hire

Inspire

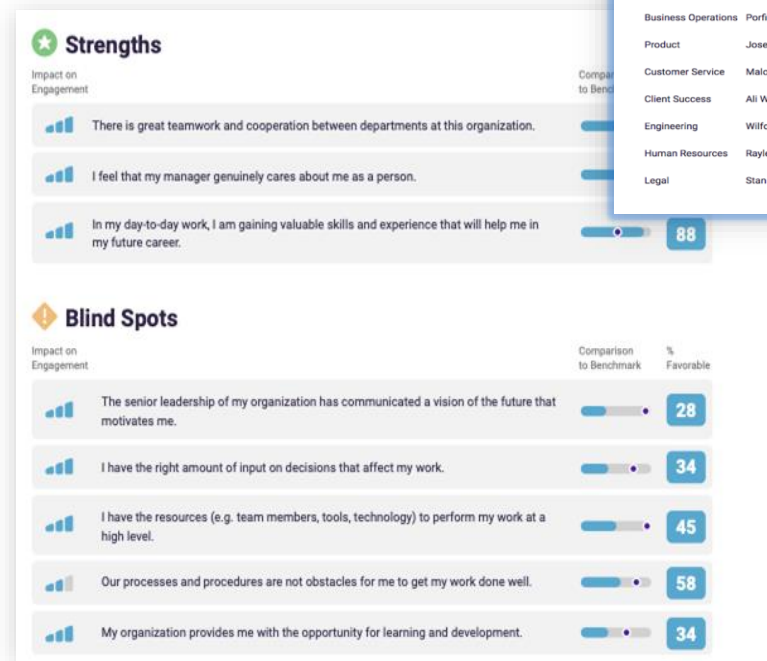
Diagnose and Measure Engagement. Run an engagement survey. After you've pulled together the right people, keep a pulse on employee engagement to nip problems in the bud. Identify organizational and departmental strengths and blind spots along with specific action plans for each department manager and for the organization to increase employee engagement.

Benchmark your organization against other organizations. Then, benchmark departments against the organization!

Plus, see engagement trends for demographics, including tenure, age, ethnicity, location, department, and level within the organization. The survey also includes custom fields unique to your organization.



Department	Dept. Manager	# of Responses	Engagement	Job	Manager	People	Organization
Organization Score	--	105	68	72	72	72	74
Sales	Reggie Yon	15	75	71	73	77	78
Engineering	Edison Langlois	9	72	77	73	70	75
Marketing	King Mansour	26	69	72	72	73	75
Finance	Kendall Starkweat...	7	68	64	71	79	73
Client Operations	Noreen Trembath	31	67	72	71	70	70
Business Operations	Porfirio Pauk	5	65	72	74	72	72
Product	Jose Beauvais	13	63	76	68	72	78
Customer Service	Maorie Carter	8	59	70	71	69	64
Client Success	Ali Wilcox	< 5	--	--	--	--	--
Engineering	Wilford Spraggs	< 5	--	--	--	--	--
Human Resources	Raylene Willis	< 5	--	--	--	--	--
Legal	Stan Shover	< 5	--	--	--	--	--



- Diagnose Solutions Include**
- Employee Experience Survey
 - Reports for the Organization and Department Leaders
 - Workshop for Leaders: Take Action on Engagement

Design

Diagnose

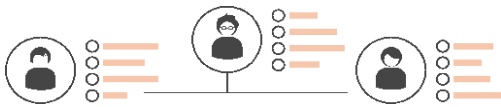
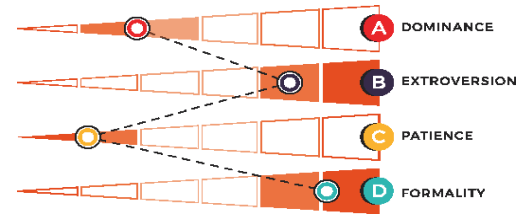
Hire

Inspire

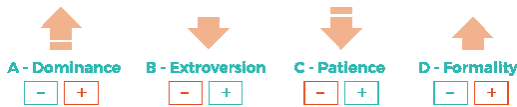
Hire the Best Talent. Help leaders across the organization hire brilliantly. Align hiring managers upfront on the behavioral style and cognitive ability needed for each role – to avoid delays and headaches.

Identify the behavioral requirements of a job with the Job Assessment.

The Job Assessment is designed to capture the cognitive and behavioral requirements of a job while considering specific competencies, team dynamics and overall workplace culture.



Step 1: Assess. Administer the assessment to key stakeholders hiring, managing or working with the position.



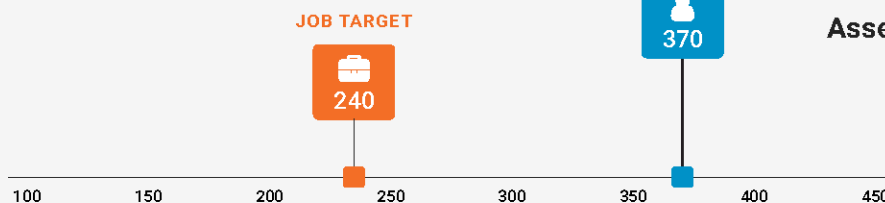
Step 2: Analyze. Analyze results, gather consensus and align around what's truly critical to succeed.



Step 3: Define. Finalize a job pattern and then link to behavioral patterns of candidates and employees to conduct fit-gap analysis.

Couple the behavioral assessment with the cognitive assessment to maximize your hiring results (included at no extra fee).

EXAMPLE COGNITIVE SCORE



When combined with the PI Behavioral Assessment and a structured interview, the Cognitive Assessment yields **58% predictability** of on the job performance.

Hire Solutions Include

- Assessments for Stakeholders and Candidates
- Interview Guides for Interviewers
- Onboarding Tools
- Workshop for HR and Talent Acquisition: Drive Results with Talent

Scientifically valid and compliant.

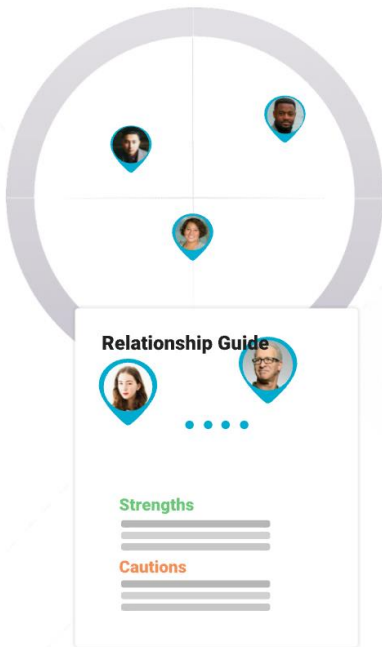
When used together, the assessments provide a scientifically valid and legally defensible methodology for you to accurately predict workplace success and make the best talent acquisition decisions. Using them brings objectivity to every hiring decision.



Inspire Employee Performance. Improve employee performance. Understand how each person is wired to communicate and take action. Then tailor the way leaders manage and coach to drive results from each.

The behavioral assessment takes only five minutes and the results are amazing. Co-workers will have better insight in to how to work with their peers, leaders will have an individualized road map for each direct report, and teams can be balanced to harness the strengths of each team member. If you haven't, try the assessment at **TheTalentAuthority.com**.

Once behavior is understood and individuals have more self-awareness, the Talent Authority can help build individual competencies including leadership, communication, strategy, coaching, innovation, process improvement, performance management, decision making and much more.



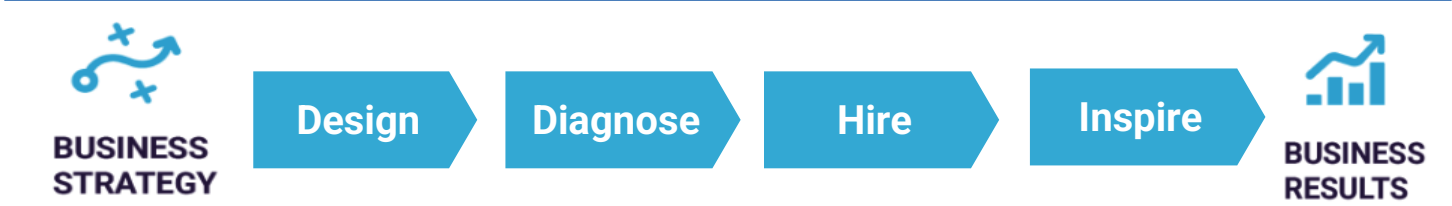
Self Awareness

Your motivating drives tell us that you tend to be:

<p>Very</p> <ul style="list-style-type: none"> Cooperative Accepting of company policies Accommodating <p>May need lots of</p> <ul style="list-style-type: none"> Encouragement Reassurance Harmony 	<p>Very</p> <ul style="list-style-type: none"> Agreeable Patient Stable <p>May need lots of</p> <ul style="list-style-type: none"> Long-term affiliation Ability to work at a steady pace Familiar surroundings 	<p>Moderately</p> <ul style="list-style-type: none"> Serious Diligent Reserved <p>May need some</p> <ul style="list-style-type: none"> Understanding of rules and regulations Specific knowledge of the job Freedom from risk of error 	<p>Moderately</p> <ul style="list-style-type: none"> Introspective Matter-of-fact Analytical <p>May need some</p> <ul style="list-style-type: none"> Opportunities to reflect Room for introspection Freedom from office politics
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Inspire Solutions Include

- Assessments for Employees
- Management Strategy Guides
- Behavioral Reports
- Development Plans
- Relationship Guides
- Workshops for Leaders (and Employees) on Behavior
- Competency-Development Workshops and Experiences for All Levels within the Organization



The Discipline to Achieve More Results.

Let Us Help Your Organization.

Take the PI Behavioral Assessment at **TheTalentAuthority.com**. We will send you the results and event schedule a complimentary results review. Or, contact Jeffrey Hull at 213.999.3941 or jeff@thetalentauthority.com.

