



### PERFORMANCE ACADEMY OBJECTIVES

- Build emotional intelligence (EQ) for improved individual, team and organizational performance.
- Engage in vulnerability-based trust, deal with conflict, have commitment, build accountability, and achieve results.
- Interview candidates for knowledge, skill, experience, motivation, cognitive ability and behavior.
- Execute on top priorities through focus, measurement, and accountability.
- Package ideas that win over others by capturing attention, gaining commitment and transforming perspectives.
- Identify critical elements and criteria that lead to selecting the best courses of action while avoiding pitfalls.
- Generate ideas that add value to the organization, create value to the customer, and increase engagement.

Delivered one half-day (8:30 AM to 12:30 PM) every week comprising 7 total sessions.

### 2023 Enrollment Fee & Registration Details

- \$275** per registrant state subsidized\*
- \$950** per registrant non-subsidized (1 or 2 registrants)
- Save 10%** when registering 3 or more in one cohort (non-subsidized registrations only)

\* **State Subsidized:** Pre-authorized to use Talent Authority's CA state funding. Contact Training@TheTalentAuthority.com for details. Once materials are sent, employers will be invoiced for missed sessions / ineligible trainees at \$100 per session (max \$700). \$275 enrollment fee, once invoiced, is non-refundable. Trainees must earn at least \$22.66 or more per hour (see registration details).

#### Registration Details

Facilitation via **Zoom**. Trainees need to be in a private space **with (1) their own computer, (2) webcam on and (3) connected audio** (phone or computer). Binders with materials, planners, resources will be sent via USPS one week before program starts.

Register At:

[www.PerformanceAcademyForTalent.com](http://www.PerformanceAcademyForTalent.com)

### 2023 Virtual Cohort Dates | 8:30a-12:30p Pacific

Competencies Developed	Cohort 1	Cohort 2
1 Emotional Intelligence	May 19	Sep 8
2 5 Behaviors of a Cohesive Team	May 26	Sep 15
3 Interviewing	June 2	Sep 22
4 Strategy	June 9	Sep 29
5 Influencing	June 16	Oct 6
6 Decision Making	June 23	Oct 13
7 Innovation	June 30	Oct 20

**Talent Academy for Leaders is also available.**

Please contact us to register, more information or to create your own Academy with custom topics.

[Training@TheTalentAuthority.com](mailto:Training@TheTalentAuthority.com)

### 1 **Emotional Intelligence.**

Individuals need their teams. And, to effectively lead them and work in them, they must have the emotional intelligence to handle the challenges that comes with it. Individuals need to understand how developing and growing their own emotional intelligence (EQ) significantly impacts and improves the overall performance, performance of their teams, their partnerships with external and internal stakeholders, and the success of the organization. Knowing how to assess their own EQ prevents emotional hijackings within the workplace, providing individuals with the tools needed to minimize daily interferences, improve individual performance, advance team priorities and achieve organizational objectives.

### 2 **Teams: The 5 Behaviors.**

The Five Behaviors® helps individuals learn the skills they need to “team” effectively. This course uses the framework of best-selling author Patrick Lencioni’s model for teamwork which focuses on Trust, Conflict, Commitment, Accountability, and Results. This framework is combined with personalized insights to create powerful, customized, and authentic team development solutions that empowers both teams and individuals to make lasting change.

### 3 **Interviewing.**

Effective interviewers have a significant impact on an organization. Whether in terms of its reputation and the quality of hires, there is a direct correlation with the interviewer and the interviewing process. Interviewers must be skilled to use new tools and resources to minimize the use of legacy questions, mis-informed advice from others, and lack of adequate training. By not providing interviewers with interviewing skills, the organization misses opportunities to hire the most qualified individuals. Interviewers have a tendency to ask the wrong questions, subjectively assessing the candidates’ responses, failing to connect questions to job requirements, and viewing the interview as a task rather than a critical business objectives.

### 4 **Strategy.**

Organizations rely heavily on individuals to realize business strategies. Here, individuals will learn three critical components of strategy that they can act upon to get results. Trainees learn how to focus on the most critical and impactful priorities, how to measure progress, and to how hold themselves and their team members accountable against agreed upon metrics. Individuals explore best practices for accountability, ownership, and the subsequent consequences for failure to perform and for poor communication. They will receive tools on how to overcome distraction and to ensure their teams results-driven to achieve strategic goals.

### 5 **Influencing.**

Everyone has their own “go-to” style to try to influence others. Some may exhibit an unrelenting style to persuade others to see their point of view. Others may shy away from an influence opportunity altogether because they view it as burdensome. Influence needs to occur within every organization so that the biggest breakthroughs and simplest of process changes can be made. Influencing starts with understanding all the stakeholders and the needs of each. This course introduces packaging ideas that will win over stakeholders and skeptics alike. They will harness different strategies to capture attention, provide different perspectives and get the commitment needed from others to take action.

### 6 **Decision Making.**

Good decision making requires more than just picking the best option. It requires individuals to analyze the potential strengths and weaknesses of certain situations or opportunities, and based on the information available, make a decision that is best suited for their organization. Individuals will learn a methodical decision-making process by understanding the critical elements in achieving high-quality and effective decisions, and how to create the positive results they are aiming for. Individuals will hone their skills and confidence by reviewing options, examining criteria, and identifying which options are critical to success, and selecting the best course of action. Utilizing results-driven practices, learners avoid the common pitfalls that frequently undermine decisions.

### 7 **Innovation.**

Organizations want leaders and employees to be innovative, but what does that mean? What actions are innovation-oriented? In this course, individuals receive practical tools and techniques that can be executed within work groups that will allow them to stretch themselves and their thinking to allow innovation to be a driving factor. In this final course, practical innovation skills will be linked to all of the coursework allowing individuals to create a roadmap of next-level practices they will bring back to the workplace.

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