

PERFORMANCE ACADEMY FOR TALENT 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.

2022 Program Enrollment Fee & Details

- \$950 per registrant**
1 or 2 registrants (not state subsidized)
- Save 10% when registering 3 or more**
in one cohort (non-subsidized registrations only)
- \$275 per registrant (state subsidized)***

* **State Subsidized:** Pre-authorized to use Talent Authority's CA state funding. Contact Training@TheTalentAuthority.com for details. Due to limited funding, individuals will be registered, but not confirmed until 30 days prior to start date. Once materials are sent, employers will be invoiced for missed sessions / ineligible trainees at \$100 per session. \$275 registration fee, once invoiced, is non-refundable

Virtual Registration Details

Facilitation via **Zoom**. Trainees need to be in a private space with their own laptop, webcam and phone connection. Binders with materials, planners, resources will be sent via USPS.

3 Ways to Register:

- PerformanceAcademyForTalent.com
- PDF Registration Form
- Email us at ning@TheTalentAuthority.com

2022 Virtual Cohort Dates | 8:30a-12:30p Pacific

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

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.

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

Training@TheTalentAuthority.com



State-Funded Training Academy Registration Form

Complete one registration form for each STATE-SUBSIDIZED registrant. Since this is a state-funded program, which is based on performance (training, employment, and wage), the state will verify employment and wage via EDD records based on the CEAN/EDD number that has been approved by Talent Authority. As such SSN, wage information, and all other **information listed below is required.** **Type, Save/Print, Sign/E-sign, and return this form to training@TheTalentAuthority.com.**

Leadership Academy Location		Academy Start Date	
Employer Name			
Registrant SSN (999-99-9999)			
LAST Name			
FIRST Name		Middle Initial	
Attendee Email			
Address to mail materials binder			
Job Title			
Ethnicity Numeric Code Asian (5) Native American (4) Black (2) Pacific Islander (6) Filipino (7) White (1) Hispanic (3) Other (8)		Education Numeric Code Eighth Grade or Less (1) Some High School (7) High School Graduate (2) GED (3) Some College (4) College Graduate (5) Post-College Graduate (6) Do Not Know (2)	
Gender M, F, or N (non-binary)		Veteran Y, N, or U (unknown)	
Disabled Y, N, or U (unknown)		Trainee Home Zip Code (5 digits)	
Birth Numeric Code Less than 25 (1) 45 to 54 (4) 25 to 34 (2) 55 to 64 (5) 35 to 44 (3) 65 or more (6)		Hire Date	
		Hourly Wage (yearly salary divided by 2080 work hours) If hourly wage is below \$20.86, please see note #3 below, enter healthcare amount too)	

Terms of Registration

The trainee listed above must:

1. Be employed full-time (35+ hours per week) during training and 90-days after training.
2. Complete all published sessions of the Leadership Academy in which they are registered (no make-ups or transfers permitted). Missed sessions will be invoiced at \$100 per trainee per missed session.
3. Earn an hourly wage of **at least** \$19.77 for Los Angeles, \$20.86 for Bay Area counties, \$19.12 for Orange, San Diego, Sacramento, and all other CA counties. **The maximum wage for this program is \$85.** Up to \$2.50 of employer-paid health benefits may be included to meet the hourly wage requirement and if trainee wage is below, please indicate the healthcare amount above. CA residents on payroll only. VP-level and above positions are not eligible for state funding.

The enrollment and materials fee per registrant is \$275, which is not state-fundable. A credit card form will be provided. The State will reimburse Talent Authority for only those hours attended for trainees that meet terms above. There are no refunds on any amount paid by employer. Attendee substitutions are permitted but may only be processed before materials are sent. Any invoices must be paid within 30 days. Make-ups and transfers are not available under the terms of this registration.

This Agreement, Registration and Registration Fees/Rebate are Authorized on behalf of Employer by:

Signature	
Name* & Title	
Email	
Phone	
Company Name	

Return to training@TheTalentAuthority.com



CREDIT CARD PAYMENT

Enter the credit card information below OR
Submit the registration information to training@thetalentauthority.com and then visit our online store to pay
<https://www.thetalentauthority.com/shop>

- Visa
- MasterCard
- American Express.

Amount to Charge: \$ _____

- \$275 state-funded trainee enrollment fee
- \$100 missed session fee (state-funded trainees missing one or more sessions)
- \$950 per trainee registration fee (non-state funded)

Credit Card Number		Authorized Signature	Date
Billing Address		City	ZIP
Expiration Date	CVV Code	Name on Card (PRINT)	

Thank you for your TALENT DEVELOPMENT order. Should you have any questions regarding this order or require an The Talent Authority W9, please contact us at training@TheTalentAuthority.com or call 833-PEOPLE1 (833-736-7531).

The Talent Authority
 1100 Town and Country Road, Suite 1250
 Orange, CA 92868
training@TheTalentAuthority.com
 833-PEOPLE1