Talent optimization

Intentionally design and measure your organization to create magical teams, unlock productivity, and boost retention.

PI
TALENT OPTIMIZATION
CONSULTANT

PI
TALENT OPTIMIZATION
CERTIFIED

The challenge

With disengagement affecting more than 20% of the workforce, the cost of not optimizing your talent strategy can be staggering.

It's estimated that a disengaged employee can cost a company $3,400 for every $10,000 of their salary. Now multiply that cost by 20% of your workforce, and you can see how it adds up.

But while all CEOs have a business plan and most have a financial plan, how many have an intentionally-designed people plan that will allow them to achieve optimal results?

Introducing talent optimization

Talent optimization is the missing link between business strategy and year-end results. By aligning business and people strategies, leaders are empowered to assemble the right teams and create environments that fire up employees to achieve tangible business results.

It allows companies to intentionally, consistently, and strategically design cohesive teams and a culture that drives business results.

The framework.

BUSINESS STRATEGY

Diagnose

Design

Hire

Inspire

BUSINESS RESULTS
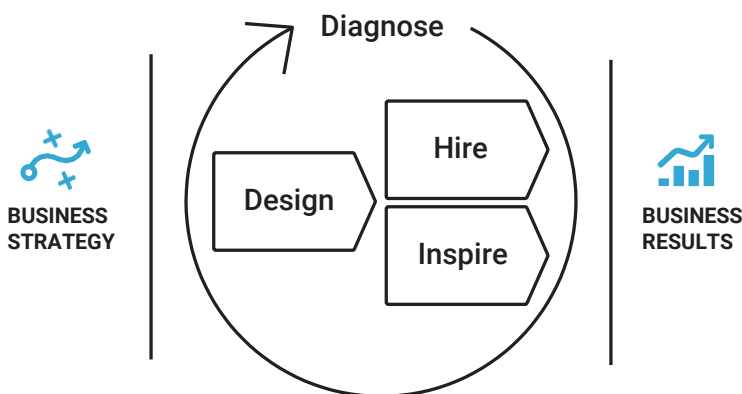
Common challenges addressed by talent optimization:

Growth
Disengagement
Turnover
Bad hires
Sales slumps
Employee development
Leadership
Globalization
Mergers & acquisitions
Changing market
Skills gaps
Team building
Conflict resolution
Strategic planning
Culture
Expansion
Hiring bias & subjectivity

Aptitudes of talent optimization

Diagnose

Businesses gain valuable insights by collecting and analyzing people data to uncover the root of their challenges. These insights can then be leveraged to make strategic changes that boost performance across the organization.

Hire

The ability to hire well sets the stage for future organizational success. Defining the roles an organization needs and matching the right person to the requirements increases the opportunity for success.

Design

Putting together a random assortment of people and hoping for the best is not a solid business strategy. To achieve the best outcome, an organization must leverage people data to deliberately design its approach to leadership, culture, and team dynamics.

Inspire

When leaders understand their employees—and employees understand each other—they're equipped to minimize conflict, reduce organizational toxicity, and communicate more effectively. This removes distractions that often get in the way of results.

Join over 7,000 talent optimizing organizations.

IBM   ME   vmware   Husqvarna   SUBWAY

"What we found was that we were creating an organization that was functioning at a higher level because we had some insight into the behavioral drives and needs of our people."

Daniel Light - *Talent Director, Chick-Fil-A, Wakeforest*

"What really compelled me about [PI] was the depth of the insights. [It] didn't just tell us our scores but rather provided us with things to be mindful of when putting the insights into business practice."

Advocator Group
When life changes.

Mike Shunney - *President & COO, The Advocator Group*

PI CERTIFIED PARTNER

The PI platform: talent optimization edition

The PI platform is designed to help you reap the benefits of talent optimization. Here's a peek at some of the tools at your disposal:

PI Strategy Assessment
Get your leadership team to agree on and align with the business strategy.

PI Job Assessment
Define the behavioral and cognitive requirements of a role.

PI Employee Experience Survey
Measure employee engagement and other organizational factors to receive actionable improvement plans.

Interview Guide
A custom guide with interview questions to address gaps and confirm fit.

Snapshot
A high-level overview for understanding what drives a person.

Management Strategy Guide
Receive Individual guidance on how to manage a specific individual.

Team Work Styles
Understand how teams work with each other to communicate, decide, and take action.

PI Behavioral Assessment
Understand the four core workplace behavioral drives and needs.

PI Cognitive Assessment
Understand how fast a person can learn and adapt to new information.

Match Score
Determine the fit or gap between a person and a job's requirements.

Development Charts
Quick reports on a person's or manager's behavioral strengths, caution areas, and tips for success.

Relationship Guide
Understand how two people work together and how they can communicate effectively.

Integrations
Build PI directly into your business processes with our integrations and open API.

Training and consulting services

Talent optimization is all about improving business results by leveraging your greatest asset: your people. Gain confidence in building and executing your talent strategy with talent optimization workshops or through expert advisory from your PI Certified Partner. Master the discipline of talent optimization and you'll begin to recognize a direct impact on your business results

Workshops

Drive results with talent

Hiring the right people and maximizing their productivity is critical to organizational success. Participants of this workshop learn how to elevate their talent strategy and take their business to the next level by using people data, applying best practices, and taking action.

Diagnose: Take action on engagement

Managers and leaders are the key to unlocking the potential of your workforce. Maximize individual and team engagement with critical insights that drive team collaboration and people-focused strategies

Consulting

### Design: Execute strategy with confidence

When an executive team is moving in the same direction, performance and results improve exponentially. In this workshop, executives align on strategic initiatives, identify and address organizational gaps, and take action to purposely support their strategic plan.

Employee experience coaching

An engaged workforce is a competitive advantage but building and maintaining engagement can be challenging. With a PI expert coach at your side, you increase engagement from day one by understanding the true drivers of engagement, building and executing on a streamlined project plan and taking deliberate actions to maximize impact.

Digital learning

Empower your employees with knowledge at their point and time of need. The Predictive Index provides interactive digital learning that enables employees to take action and have an impact on your organization faster and more effectively— all at their own convenience.
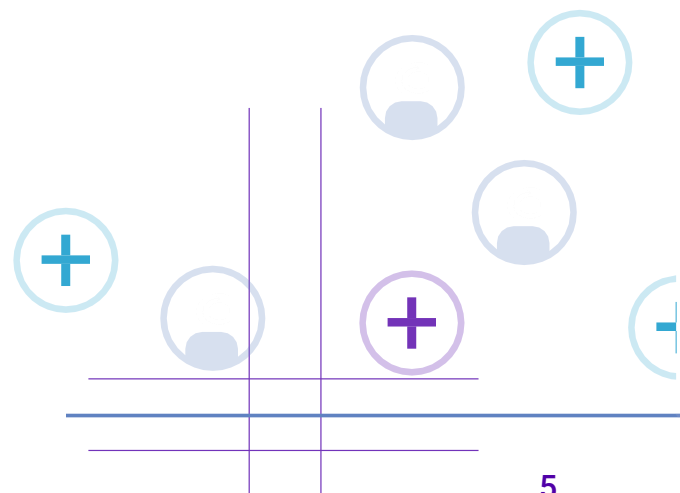
Contact us to unlock Talent Optimization in your PI Software

SWEENEY ASSOCIATES
TOTAL TALENT DEVELOPMENT

PI CERTIFIED ELITE Partner

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