



# Thriving Careers

Empowering Strengths-based Career  
Development and Coaching

Investing in empowering employees to thrive in their careers boosts engagement, retention, and performance, positioning your organization for ongoing success and giving you a lasting competitive advantage.



## Solutions We Offer

We provide clients with a comprehensive and proven range of **strengths-based career development solutions**, including:



### Assessment of strengths, skills, motivations, and interests

Empower employees to build meaningful and thriving careers by uncovering and optimizing their aspirations, talents, strengths, motivations, and values with TalentPredix<sup>TM</sup>.



### Career development training for managers and employees

Enhance career conversations, coaching and other career development by upskilling managers, employees, and mentors.



### Career transitions coaching and support

Provide effective support for career transitions, including early career joiners, fast-track leaders, key talent, maternity returners, and internal talent mobility candidates.



### Creating a thriving, inclusive career ecosystem

Foster a thriving talent ecosystem by offering flexible career pathways, talent mobility, and innovative career enablement solutions.

## Why Partner with Us

Our award-winning strengths-based career development solutions empower managers and employees to enhance self-awareness, leverage their strengths, develop effective strategies, and excel in their careers.



We are a recognized leader in both strengths assessment and career development.

Leveraging our best-in-class expertise in strengths-based assessment and career development, we help employees optimize their strengths, potential and career success.

Our solutions empower self-awareness, self-mastery, and success.

Our career development solutions empower employees to enhance self-awareness, build career skills, and achieve self-mastery, driving progress that benefits both their careers and the organization.

We boost employee growth, retention, motivation and agility.

By helping clients implement an integrated blend of career programs, policies, and practices aligned with their business strategy, we enable organizations to foster career growth, retention, motivation, and agility.

"Top class programme! By the end of it, I was able to effectively understand how to apply my top talents, focus on career drivers that are important to me, and accept that overusing my talents could limit my performance overall."

- Delegate, Software Company

# Career Development Programs

Our career development programs are designed to help your employees optimize their strengths, unlock possibilities, and thrive in their career.

Each program we run is customized to your organization's unique needs and priorities. This customization is based on an initial discovery process we conduct with your HR/Talent team and program sponsors. Our best-selling programs include:

## Thriving in Your Career<sup>TM</sup>

### Description

In today's fast-paced world, career development requires continuous learning, agility, and upskilling. This program helps employees align their strengths and aspirations with opportunities, providing self-awareness, career habits, and skills to thrive.

### Learning objectives

- ∞ Understand the evolving career landscape and learn the essential habits for success.
- ∞ Use the TalentPredix<sup>TM</sup> strengths assessment to build self-awareness by identifying top talents, career motivations, values, and areas for improvement.
- ∞ Identify exciting career opportunities and develop strategies to optimize your strengths, skills, and self-mastery.
- ∞ Practice meaningful career conversations with managers and invite constructive feedback for growth.
- ∞ Become an agile learner and find opportunities to stretch beyond your comfort zone.
- ∞ Learn how to build resilience and overcome career setbacks and challenges.
- ∞ Build a strong, diverse career support network to accelerate your progress.
- ∞ Prepare a personal development plan to achieve career goals, maximize potential, and thrive at work.

### Target Group

Everyone

### Duration


1-day session plus a 2-hour  
Anchoring Webinar.\*

### Format

In-person, virtual or hybrid

\*The program can be delivered as a full-day session or split into two half-day sessions, followed by the anchoring webinar.





“Before the training session, I had never really thought of “overusing a talent”. That was quite helpful to understand, and I will be more mindful about how said talents are overused, identify the triggers, and consciously reduce their use.”

- Customer Success Manager,  
Fast-growing Technology Company

## The Manager as Career Coach™

### Description

This program equips managers with skills and tools for impactful career development conversations, enhancing talent attraction, retention, and engagement. Employees will feel valued, supported, and motivated to achieve their full potential.

### Learning objectives

- ∞ Understand the evolving career landscape and learn the essential habits for success.
- ∞ Inspire employees to optimize their strengths, skills, and performance, aligning them with their career purpose and goals.
- ∞ Create an inclusive and supportive environment where employees can thrive and reach their full potential.
- ∞ Practice techniques for motivating career coaching conversations and handling challenging scenarios.
- ∞ Promote a growth mindset, learning agility, and positive stretch beyond comfort zones.
- ∞ Support employees in building resilience, creating a strong career support network, and overcoming setbacks.
- ∞ Provide constructive and balanced feedback to help employees improve their results, relationships and presence.
- ∞ Commit to practicing and enhancing your career coaching and support skills.

### Target Group

Managers and  
Team Leaders

### Duration

1-day session plus a 2-hour  
Anchoring Webinar.\*

### Format

In-person, virtual or hybrid

\*The program can be delivered as a full-day session or split into two half-day sessions, followed by the anchoring webinar.



## Standout and Succeed™: Early Careers Program

### Description

Designed for early career talent, this program builds self-awareness, motivation, and skills needed to thrive. Through workshops, assessments, networking, coaching, and career guidance, participants develop essential skills to launch their careers effectively.

### Learning objectives

- ∞ Understand the evolving career landscape and learn the essential habits for success.
- ∞ Use the TalentPredix assessment to build self-awareness, identifying top talents, career motivations, values, and areas for improvement.
- ∞ Establish a distinct career purpose and personal 'brand' to standout, build credibility and focus your career growth efforts.
- ∞ Identify exciting career opportunities and develop strategies to optimize your strengths, skills, and self-mastery.
- ∞ Build and maintain a growth mindset so you can learn and adapt in the face of uncertainty and rapid change.
- ∞ Develop crucial workplace skills: resilience, influencing, impactful communication, networking, critical thinking, and creative problem-solving.
- ∞ Build a strong, diverse career support network to accelerate progress.
- ∞ Prepare a personal development plan to achieve your career goals, maximise your potential and thrive in your career.

### Target Group

Early career talent, incl. graduates, apprentices, and trainees

### Duration

Four half-day modules with an anchoring webinar.\*

### Format

In-person, virtual or hybrid

\*Alternatively, we can offer a condensed one-day version if preferred.

**Additional half-day masterclasses are available to support ongoing development and sustain learning:**

- The Art of Giving and Receiving Feedback
- Thriving Under Pressure – Building Resilience and Managing Stress
- Navigating Career Shifts
- Mastering Your Presence and Confidence
- Building Your Professional Network
- Elevate Your Professional Brand
- Mentoring for Success

## Career Coaching Programs

We offer **Strengths Profiling and Career Coaching Programs** tailored to different career stages and career objectives. Whether you're preparing employees for promotion, supporting early career talent, or helping key talent discover new opportunities, our coaching programs are designed to enhance your people's potential and career success.

Our comprehensive coaching services address a wide range of needs, including:

- Onboarding and new hire support
- New leader and key talent transition
- High-potential and fast-track coaching
- Outplacement and redeployment support
- Internal mobility preparation and transition
- Coaching for maternity leave and other work returners
- Retirement and major career change coaching

Each program is carefully tailored to provide learners with the insights, tools, skills and habits to empower them to achieve greater, **self-awareness, self-mastery, and success.**

All programs include:

Our award-winning **TalentPredix™ Strengths Assessment** offering learners powerful insights into their unique talents, strengths, motivations, values, and potential blind spots, as well as behaviors that may limit their performance.

A specified number of virtual or in-person **personalized, confidential 1-on-1 coaching sessions** designed to equip learners with the knowledge, tools, and skills to achieve their career and development goals, accelerate self-awareness, and cultivate success habits.

**Exceptional support** for learners throughout the coaching program, provided by our top business psychologists and expert coaches.

For groups of more than five coaching clients, we provide a complimentary **Coaching Evaluation Report and Group Strengths Profile**. These reports offer a comprehensive overview of learning themes and progress, as well as insights into the group's combined talents, motivations, values, and performance limiters.

## Our Proven and Powerful Coaching Approach



**Personalized Assessment:** We start by understanding your unique goals, strengths, and areas for improvement through comprehensive assessments and input from key stakeholders.



**Customized Development Plan:** Based on the assessment, we craft a tailored development plan that aligns with your objectives and the organization's strategy.



**Continuous Support:** We provide ongoing coaching, encouragement, and feedback to ensure progress and sustained motivation.



**Skill Development:** Through targeted exercises and practical strategies, we help you develop the mindset, skills and competencies needed to excel.



**Progress Tracking:** Regular check-ins and progress evaluations enable us to adjust the coaching plan and achieve tangible, measurable outcomes in line with your agreed goals.



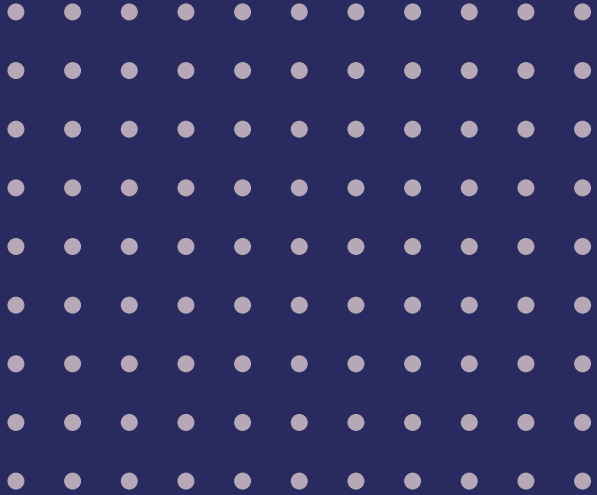












# TALENTPREDIX

Talent Unleashed. Thriving workplaces.

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