

Your Greatest Investment



"The strength of the team is each individual member.
The strength of each member is the team" COACH PHIL JACKSON



It's ALL about the PEOPLE - Your Greatest Investment!

Talent Optimization

You've undoubtedly heard it said, "your people are your greatest asset." Trends such as great resignation and quiet quitting make it clear – they are **not** an asset, you don't own them. **They are your greatest investment.** All you aspire to achieve as a leader is done with and through people. You strive to have the right people do their best work. You want them to experience career fulfillment and be proud of the work they do with you.

Increase return on your people investment.



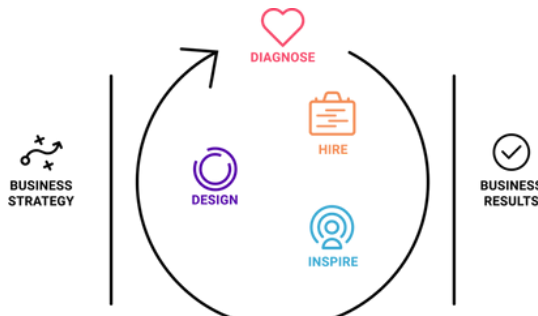
Your people are unique individuals, they do most of their work in teams, and the work they do (or not) impacts business results. Creating and executing a clear and effective people strategy can be the difference maker in your company's profitability. In short, you want to optimize your talent.

op-ti-mize ăp-tə-mīz verb

to make the best of or get the most from. OPTI-M (um), OPTI-M (ism), OPTI- (cal) (to see better).

Isn't the heart of the leadership challenge to maximize resources for greater return?

What is Talent Optimization? Why should I care?



Talent optimization is a proven, data driven process, accompanied by a set of tools that ensure an increase of **return on your people investment**.

Talent optimization is a framework that drives results by **aligning the business strategy to the people strategy**. The framework addresses whole system issues - Culture, engagement, hiring; as well as its component parts – team dynamics, cross functional communication, individual coaching and development. The mindset and tools provide a lever long enough to reach across the spectrum of roles, functions and disciplines.

A few of the critical issues for C-suite executives, HR Leaders, and managers that can be positively impacted by this approach:

- Culture transformation
- Costly turnover
- Succession planning
- Hiring and retaining top talent
- Designing dream teams
- Diversity and inclusion
- Leadership development
- Employee engagement
- Onboarding
- Conflict transformation

We get it, your plate is full. You may be saying, "...all interesting, but I simply don't have time to take your word for it." Will it work for us?



SPEED TO VALUE
TRY BEFORE YOU BUY

SPECIAL OFFER

A Talent Optimization Strategy Session

NO CHARGE

normally \$1,500

- PI Behavioral Assessment for 10 people
- Team Diagnostic (how the team is wired)
 - What's their work-priority (from their perspective)
 - Are they collaborative, creative, competitive, or controlled
 - The kind of work they'll be best at
 - Their natural work-style inclination
 - How they see people (others)



Take the PI

1:1 Talent Optimization Strategy Session includes assessments for up to 10 people, a demonstration of the platform using your people data and your real-world business objectives. With a small investment of time, and no money, you can get a few actionable insights. More importantly, the experience makes it easier to see how the expanded use of the process and tools can impact your profits for years to come. If you are currently unable to see the fit, the insights are yours for free.

25+ Years of Experience

Connect with Byron today!

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