



Discover Your Greatness.
Hire and Inspire Your Dream Team.

TALENT OPTIMIZATION

PIQUE partners with business leaders to connect their business strategy to their people strategy. We work with leaders at all levels who are the problem solvers inside their organizations.



HOW DOES A WELL-DEFINED PEOPLE STRATEGY IMPROVE YOUR BOTTOM LINE?

The blueprint for your success lies in understanding your team's strengths, natural motivations and behaviors. When aligned with your business strategy, a well defined people strategy will result in better hiring practices, reduced employee churn, high-performing teams, and an improved bottom line. The blueprint for your success lies in understanding your team's strengths, natural motivations and behaviors. When aligned with your business strategy, a well-defined people strategy will result in increased diversity, better hiring practices, reduced employee churn, high-performing teams, and an improved bottom line.

DESIGN High Performing Teams: Strong Teams Drive Growth.

Explore and build on your team's strengths. Create powerful, sustaining communication and action plans proven to build team dynamics and productivity.

DESIGN is the only tool on the market that helps leaders build high-performing teams using the combination of behavioral and strategic data. We help empower leaders to compare the work to be done with the people doing the work—allowing them to face their future with confidence.

HIRE with certainty while saving your company thousands: Lower cost. Save time.

It's more important than ever to understand your candidates beyond their resume. Half of all new hires fail within 18 months. The cost of a hiring failure can easily reach three times the salary for the position - more if the hire interacts with customers.

Know your ideal hire. Compare your job profile with your job candidates to get your ideal candidate benchmark. Hire with confidence by making informed hiring decisions.

INSPIRE and unleash the power of your people by understanding what truly drives them.

Build a high performing and engaged workplace culture. Encourage all of your employees to take the PI Behavioral Assessment™, proudly share their findings, and learn what drives them and those around them. Conversations become easier, conflicts are navigated, trust builds, and productivity increases.

Develop and inspire better managers who are equipped to lead and engage their teams. Help your managers and leaders understand their team's motivations, strengths, caution areas, and tips for improving performance.

DIAGNOSE: Employee Experience. Are you losing money to disengagement?

The average company loses \$2 million in productivity per year due to employee disengagement.

The PI Employee Experience Survey™ allows leaders and managers to quickly understand employee and team engagement and gather candid, confidential feedback on their work experience.



PIQUE TALENT OPTIMIZATION WORKSHOPS AND TRAININGS

All PIQue Workshops are customizable to meet your organizational and training needs.

1:1 Talent Strategy Session

A 1:1 Talent Strategy Session shows how you can transform any team in your organization.

Get actionable recommendations using the Predictive Index software and our coaching approach. After your custom session, you'll have the clarity you need to get your team unstuck.

- Uncover what's holding your team back
- Understand the team's collective behavioral strengths and vulnerabilities
- Get critical, data-backed recommendations to help the team hit their goals
- Build a clear path forward to improve communication and accountability
- Walk away with newfound confidence to execute your strategy

Bring back excitement and inspire your team to crush their goals — so you can focus on the road ahead.

Discovering Your Team Type

No team is effective without trust and communication. This workshop helps you build a self-aware and trusting team. Establish an understanding of each team member's motivations and work style and uncover your group's specific "Team Type." You'll uncover the team's collective working style, strengths, and blind spots and leave with a clear action plan to better work in harmony.

Time – ½ Day | Ideal Group Size – 8-15 Participants
Prerequisite: PI Software Subscription

Designing for Strategic Action Workshop

Many teams aren't a good fit for their objectives and don't even realize it. The team may not even know or agree on those objectives, in the first place.

This high powered workshop turns uncertain team performance around by mapping a group's natural strengths to its short-term goals, exposing areas of misalignment and providing recommendations to address them.

The team will learn how to "stretch" their skillset, so they can refocus their daily priorities to best serve the goals at hand. Get a clear action plan on how to deliver on the proposed objectives with renewed confidence.

Time – ½ day | Ideal Group Size – 8-15 Participants
Prerequisite: PI Software Subscription

Drive Results with Talent Workshop

Job fit is the #1 force behind employee disengagement. Hiring the right people in the proper role is a critical element of building high-performing teams. A company's talent is one of its most significant competitive advantages. Hiring the right people and maximizing employee productivity is crucial for success.

- Improve recruitment and development of high-potential talent who are fully aligned with company values, goals, and culture
- Identify how your organization can utilize talent data insights to understand what drives your employees
- Understand the four forces that affect employee engagement and how to protect against them

Increase productivity through improved interpersonal relationships and positive team dynamics. Apply a data-driven hiring approach to build high-performing teams and a positive culture.

Time – 1 Day | Ideal Group Size – 8-15 Participants
Prerequisite: PI Software Subscription

Take Action on Engagement Workshop

Leaders, managers, and directors are looking for action plans based on Employee Experience survey results. Successful employee engagement relies on clear communication and acting on your results.

Greater engagement is just seven steps away.

1. Understand the link between engagement and performance
2. Interpret your team's engagement
3. Design a personal action plan
4. Collaborate with your team
5. Build team action plans
6. Execute action plans
7. Leverage resources

Leaders throughout your organization will leave the workshop with an action plan to address opportunities for greater engagement within their teams. Managers can use a common framework to take action that is consistent and effective, and managers and leaders sustain momentum by receiving digital learning and best practices to execute action plans.

Time – ½ Day | Ideal Group Size – 8-15 Participants
Prerequisite: PI Software Subscription